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1. PURPOSE

Carrier Wheels Pvt. Ltd. ("CWPL") is committed to maintaining the highest standards of integrity, ethical conduct, and transparency.

This Whistleblower Policy provides a mechanism for employees to report concerns regarding unethical behavior, misconduct, fraud, corruption, or violation of laws and company policies, without fear of retaliation.

2. SCOPE & APPLICABILITY

This Policy applies to:

- All employees (permanent, probationary, contractual, temporary)
- Management, supervisors, trainees, and associates
- Any individual acting on behalf of CWPL

3. POLICY STATEMENT

CWPL encourages employees to report genuine concerns in good faith.

The Company assures that:

- All concerns will be treated seriously
- Reports will be handled confidentially to the extent possible
- Whistleblowers will be protected from retaliation

4. WHAT CAN BE REPORTED

Concerns may include, but are not limited to:

- Bribery, corruption, or fraud
- Violation of laws, rules, or company policies
- Abuse of authority or unethical conduct
- Misrepresentation or falsification of records
- Health, safety, or environmental violations
- Discrimination, harassment, or victimization
- Any act that may harm CWPL's reputation or interests

5. WHO CAN REPORT

Reports may be made by:

- Employees at all levels

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- Contractual or temporary staff
- Individuals acting on behalf of CWPL

6. REPORTING MECHANISM

Concerns can be reported through any of the following channels:

- Immediate supervisor or reporting manager
- Human Resources / Admin function
- Senior management or designated authority

Reports may be made verbally or in writing. Anonymous reporting is permitted where feasible.

7. CONFIDENTIALITY

CWPL shall:

- Maintain confidentiality of the whistleblower's identity
- Limit disclosure strictly to those required for investigation
- Protect information from unauthorized access

8. PROTECTION AGAINST RETALIATION

CWPL strictly prohibits retaliation against any whistleblower who:

- Raises a concern in good faith
- Cooperates in an investigation

Retaliation includes dismissal, demotion, harassment, discrimination, or any adverse employment action.

9. INVESTIGATION PROCESS

- All reported concerns will be reviewed promptly
- Investigations will be conducted fairly and objectively
- Confidentiality will be maintained during investigations
- Findings will be documented and appropriate action taken

10. FALSE OR MALICIOUS REPORTING

While CWPL encourages genuine reporting,

- Knowingly false, malicious, or misleading complaints may result in disciplinary action

11. DISCIPLINARY ACTION

If misconduct is confirmed:

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- Appropriate disciplinary action will be taken
- Corrective and preventive measures will be implemented
- Legal action may be initiated where applicable

12. AWARENESS & COMMUNICATION

- This Policy shall be communicated to all employees
- Awareness may be provided through induction or training
- The Policy shall be accessible to employees

13. REVIEW & AMENDMENT

This Policy will be reviewed periodically to ensure effectiveness and compliance with applicable requirements.

14. APPROVAL & EFFECTIVE DATE

This Whistleblower Policy is approved by the Management of Carrier Wheels Pvt. Ltd. and is effective from the date of issue.

	Name/Designation	Signature	Remarks for Revision
Prepared By:	Amit Saroha Deputy Manager		
Approved by:	Apoorva Jain Director		