

## **Whistle Blower Policy**

As a conscious and vigilant organization, Paharimata Commodities Private Limited believes in the conduct of the affairs of the company in a fair and transparent manner, by adopting the highest standards of professionalism, honesty, integrity and ethical behaviour.

In its endeavor to provide its employee a secure and a fearless working environment, Paharimata has established the “Whistle Blower Policy”.

The purpose of the policy is to create a fearless environment for the employees to report any instance of unethical behaviour, actual or suspected fraud or violation of Paharimata business ethics policy directly to the highest level in the company.