



# WHISTLE BLOWER POLICY

## (VIGIL MECHANISM)

### PURPOSE

The purpose of the Whistle Blower policy is to provide a framework to report to the Management instance of:

- Unethical behaviour (Actual or suspected)
- Fraud and Violation of the organisation's code of conduct, ethical practice or
- Any other policy including anti-bribery and sanctions compliance

### POLICY COVERAGE

The Policy covers malpractices and events which have taken place/ suspected to take place involving:

- Abuse of authority
- Breach of contract
- Negligence causing substantial and specific danger to public health and safety
- Manipulation of company data/records
- Financial irregularities, including fraud, or suspected fraud
- Criminal offence
- Pilferation of confidential/propriety information
- Deliberate violation of law/regulation
- Wastage/misappropriation of company funds/assets

- Breach of employee Code of Conduct/Ethics Policy or Rules
- Unpublished price sensitive information

### Raising complain:

One can make protected disclosure by writing in a sealed cover addressed to Ombudsperson, Global Health Limited, Sector-38, Gurgaon

Or

Email - [audit.committee@medanta.org](mailto:audit.committee@medanta.org)

The identity of the whistle blower shall be kept confidential.

Anonymous complaints will be taken up only when associated with verified facts

### Timelines:

The complaint should be raised as soon as possible or within 1 years of occurrence with verifiable proofs and facts.

### Complain must include

- The alleged event, matter or issue that is the subject of the compliant
- The name of each person involved
- Specific event or events, approximate date and location of each event
- Any additional information, documentation or evidence available