

WHISTLE BLOWER POLICY

Preface

1. The company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity, and ethical behaviours.

Any actual or potential violation of the Code, howsoever insignificant or perceived as such would be a matter of serious concern for the Company. The role of the employees in pointing out such violation of the Code cannot be undermined.

Reporting Concerns

1. Every employee of Taurus AMC shall promptly report to the management any actual or possible violation of Code of Conduct or an event he / she became aware of that could effect the business or reputation of the company.
2. Accordingly, this Whistle Blower Policy (“the policy”) has been formulated with a view to provide a mechanism for employees of the Company to approach the CEO of the company.

Eligibility

All Employees of the Company are eligible to make Protected Disclosures under the policy. The Protected Disclosure should be in relation to matters concerning the Company.

Disqualification

While it will be ensured that genuine Whistle Blowers are accorded complete protection from any kind of unfair treatment as herein set out, any abuse of this protection which will be granted after the whistle blowing will warrant disciplinary action.

Protection under this Policy would not mean protection from disciplinary action arising out of false or bogus allegation made by Whistle Blower knowing it to be false or bogus or with a mala fide intention.

Investigation

All Protected Disclosures reported under this policy will be thoroughly investigated by the CEO.



The decision to conduct an investigation taken by the CEO is by itself not an accusation and is to be treated as a natural fact-finding process. The outcome of the investigation may not support the conclusion of the Whistle Blower that an improper or unethical act was committed.

The identity of a Subject will be kept confidential to the extent possible given the legitimate needs of law and the investigation.

Subject shall have a duty to co-operate with the CEO during investigation to the extent that such co-operation will not compromise self-incrimination protections available under the applicable law.

Decision

If an investigation leads the CEO to conclude that an improper or unethical act has been committed, the CEO can initiate disciplinary or corrective action against the subject as a result of the findings of an investigation pursuant to this Policy.

Amendment

The company reserves its rights to amend or modify this policy in whole or in part, at any time to keep pace with the evolving times. However, no such amendment or modification will be binding on the Employees unless the same is notified to the Employees in Writing.