

CHEMVEDA

WHISTLE-BLOWER POLICY

Document Governance		
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Entities covered	Chemveda Life Sciences India Pvt. Ltd.	
Owner	Human Resources Department	
Revision History	Earlier Version: 00 Date of Revision: NA Revision Effective Date: NA	Policy Approved By: CEO Dr. Bheema Rao Paraselli <i>P. Bheema Rao</i> 11-Sept-2025

1.0 PURPOSE:

The purpose of this policy is to establish procedures for employees to report suspected fraud, unethical conduct, or any violation of laws, regulations or company policies without fear of retaliation.

2.0 SCOPE:

This policy applies to all employees of Chemveda Life Sciences (India) Pvt. Ltd., including full-time, part-time, and temporary employees.

3.0 RESPONSIBILITY:

S. No	Department	Responsibility
➤	Human Resources, Legal and Finance	- Responsible for the implementation and administration of this policy. - All reported incidents are to be investigated promptly, impartially and with full confidentiality. - To take appropriate actions as necessary.
➤	Employees	All employees are required to understand and adhere to the process outlined in this policy.

4.0 DEFINITIONS:

Not applicable

5.0 PROCEDURES/RULES/PROCESS:

- **Reporting:** Employees who suspect any fraudulent or unethical behavior, violation of laws, regulations, or company policies must report it immediately to their immediate supervisor or Human Resources department.
- **Investigation:** All reported incidents will be investigated promptly, impartially, and with full confidentiality. The company will appoint a team to investigate and take appropriate

actions as necessary. The team will consist of members from different departments including, but not limited to, Human Resources, Legal, and Finance.

- **Confidentiality:** The company will ensure that the whistle-blower's identity is kept confidential to the extent possible, subject to legal or regulatory requirements. The company will not tolerate any retaliation against employees who report incidents in good faith. Any employee who retaliates against a whistleblower will be subject to disciplinary action, up to and including termination of employment.
- **Non-Retaliation:** Employees who report incidents in good faith will not be subject to any negative consequences, including but not limited to, retaliation, harassment, or discrimination.
- **Communication:** The company will communicate this policy to all employees upon hire and periodically thereafter. The company will also provide training to employees on how to identify and report incidents.
- **Conclusion:** This policy encourages employees to report any fraudulent or unethical behavior, violation of laws, regulations, or company policies. The company will investigate all incidents promptly, impartially, and with full confidentiality. The company will take appropriate actions and will not tolerate any retaliation against employees who report incidents in good faith.