

ADITYA BIRLA CHEMICALS (INDIA) LIMITED

WHISTLE BLOWING POLICY

(CUSTOMERS, SUPPLIERS, CONTRACTORS AND OTHER STAKEHOLDERS)

Aditya Birla Chemicals (India) Ltd., Rehla, Palamau, Jharkhand (“ABCIL”) conducts its business with high standards of integrity and honesty and expects the same standards from all customers, suppliers, contractors and other stakeholders.

POLICY AIMS

The aim of this policy is to ensure that suppliers, customers, contractors and other stakeholders are fully aware that they should report concerns or suspicions about any wrongdoing or malpractice on the part of any employee of ABCIL and be assured that any information received will be treated seriously and, where possible, confidentially

REPORTABLE ISSUES AND CONCERNS

Whistle blowing means a disclosure of information made by a supplier, customer, contractor or any other stakeholder where he reasonably believes that one or more of the following matters is happening now, took place in the past or is likely to happen in the future.

Further this policy is designed to deal with concerns raised in relation to specific issues which are in the public interest and detailed below. Only genuine concerns should be reported. This is a non – exhaustive list of examples:

- A criminal offence
- A failure to comply with a legal obligation
- A danger to the health and safety of an individual
- Dishonesty
- Corruption
- Bribery
- Inappropriate relationships with suppliers, customers, contractors etc.
- False accounting or reporting irregularities
- A deliberate concealment of any of the above matters

NB: Any concerns, complaints or grievances that relate to your company’s internal organisation, operations and practices should be dealt with formally through your company’s normal reporting channels, policies or procedures. Such issues are not covered under ABCIL’s Whistle blowing Policy.

REPORTING PROCEDURE

You should use the telephone line or mail id provided for suppliers, customers, contractors and other stakeholders to report concerns to the Chairperson/Secretary of ABCIL –“ABG value Committee” as mentioned hereunder :

Ph: 06584-262449,

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OR

At

abcil.rehla@adityabirla.com

You may also write your complaints/concerns, in a sealed envelope, on any of the issues outlined earlier to the following person(s)-

The Chairman

OR

The Secretary

ABG Group Values

Aditya Birla Chemicals (India) Ltd.

Garhwa Road, Rehla-822124

Distt. Palamau, Jharkhand

REPORTING IN GOOD FAITH

If you make an allegation in good faith, but it is not confirmed by investigation, no action will be taken against you. If, however, you make allegations that are malicious or simply to cause anger, irritation or distress, disciplinary action may be taken against you.

INQUIRY & INVESTIGATIONS PROCEDURE

Once a concern or incident has been reported ABCIL will make preliminary enquiries and decide if further investigation is needed. If so ABCIL will decide whether this should be conducted internally or whether the matter should be referred externally. Where possible we will advise you of the outcome of any investigations.

Any customer, supplier, contractor or other stakeholder who does report his concerns will not be victimised or treated less favourably in any way as a result.

Deliberately raising false or malicious allegations is not acceptable and will be viewed extremely seriously by ABCIL.

COMMUNICATION

The ABCIL management will endeavour to communicate this policy to customers, suppliers, contractors and other stakeholders through various platforms/media which includes but not limited to publication at ABCIL notice boards, ABCIL internet sites and circulation through post/order to vendors & contractors so as to encourage the whistle blowers to report genuine cases in true spirit.

If you require any advice about raising an issue under this Policy you may contact the chairman/secretary of the “ABG value committee” at telephone nos. given above.

(Unit Head)
ABCIL, Rehla

Date of release : 01.12.2015

Place of release : Garhwa Road