

Policy on Whistleblowing

The Whistleblowing and Corruption Policy at Vidullanka PLC provides a secure framework for reporting misconduct, ensuring confidentiality and protection from retaliation. It facilitates impartial investigations and corrective measures against corruption and unethical behavior. Vidullanka PLC maintains a zero-tolerance approach to fraud and corruption, promoting accountability and transparency in all aspects of its operations.

Vidullanka PLC ensures a secure framework for reporting misconduct, protecting whistleblowers from retaliation.

- **Whistleblowing Mechanisms:** Robust channels for reporting unethical behavior with confidentiality.
- **Reporting of Protected Disclosures:** Employees can make protected disclosures without fear of reprisal.
- **Handling of Protected Disclosures:** Vigilance officers or the Audit Committee investigate disclosures thoroughly.
- **Expectations from Whistle-Blowers:** Provide specific details; frivolous complaints are prohibited.
- **Investigation Process:** Initial fact-finding investigation within 90 days; confidentiality maintained.
- **Disposal of Findings:** Appropriate disciplinary or corrective actions recommended based on severity.
- **Consequences of False Allegations:** Disciplinary action against false complainants.
- **Protection against Reprisal:** Employees making disclosures in good faith are protected.
- **Disciplinary Action for Retaliation:** Strict action against employees retaliating against whistleblowers.
- **Reporting Retaliation:** Employees can report retaliation to designated contacts for prompt resolution.
- **Confidentiality and Protection:** Whistleblower confidentiality maintained within legal limits; protection ensured.
- **Investigation Procedures:** Impartial fact-finding processes completed within 90 days; confidentiality maintained.

The Whistleblowing Policy aims to promote responsible reporting, protect whistleblowers, and uphold ethical standards. It covers various malpractices, encouraging internal resolution before external recourse.