

INTERNATIONAL BRANDS LIMITED

Whistle Blowing Policy –*Speak Up*

The Boards of Directors of International Brands Limited (IBL) and its group companies have a firm commitment to ethical and responsible behavior with all its employees, customers, suppliers, contractors and shareholders. This commitment has been reinforced through a number of policies which are in place in IBL and its group companies. Ethical conduct is the cornerstone of our business and one of our key strengths and legacies.

In order to promote adherence to ethical business conduct, a Whistleblowing system has been established at the group level. All employees, customers, suppliers, contractors and shareholders of IBL and its group companies are encouraged to report serious concerns that could have a significant impact on our organization. It includes actions that:

- are unlawful or may damage the reputation of the IBL or its group companies
- are fraudulent and lead to a loss of assets
- may be intended to result in incorrect financial reporting
- give rise to harassment, discrimination or other unfair employment practices
- are unethical, biased, favored and imprudent event
- are in violation of Safety Health & Environmental standards applicable to the business

The policy neither releases employees from their duty of confidentiality in the course of their work, nor is it a route for taking up a grievance about a personal situation.

As we believe in promoting a culture of open and candid communication in the company, employees are encouraged to raise their concerns with their operating companies designated personnel for whistle blowing. However, if they are not comfortable in doing so they should email to **speakup@iblgrp.com** to raise their concerns. They can also call at no **92- 21- 3717 0101** and

record their complaints. It is important to note that one should raise his/her concerns within thirty (30) days of becoming aware of the same.

The Board Audit Committee (BAC) of IBL will have the overall responsibility for this policy. This is to ensure that the highest level of governance is involved in dealing with any matter which is raised under this policy. The day-to-day responsibility for overseeing and implementation of the policy rests with the Group Internal Audit Department.

We assure that every effort will be made to maintain the confidentiality of complainants and to protect them from any kind of retaliatory act or victimization for any genuine concerns raised in good faith. Any other employee assisting in the said investigation or furnishing evidence shall also be protected to the same extent as the complainant. However, it is pertinent to mention that any allegations made recklessly, maliciously or with mala fide intentions and knowingly that they were false can expose the complainant to strict disciplinary action.

IBL undertake that all complaints will be investigated fairly and confidentially by independent persons and feedback will be provided to the complainants.