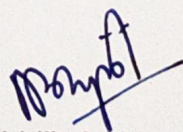


## WHISTLE BLOWER POLICY

- Tata Code of Conduct requires every employee to promptly report to the Management of any actual or possible violation of the Tata Code of Conduct or of any event he/she becomes aware of which could affect the business or reputation of his/her or any other Tata Company.
- ISWPL encourage our employees, customers, suppliers, and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of our code, policies, or law. We also encourage reporting of any event (actual or potential) of misconduct that is not reflective of our values and principles.
- The Whistle Blower Policy has been formulated to establish a mechanism where every employee of the company can raise concern without fear or retribution.
- Such reports/Concern can be given in writing with the signature of the complainant to the local ethics Coordinator or ethics Counsellor through e-mail/telephone or by personally meeting. The e-mail id for reporting concern is [ethics@iswp.co.in](mailto:ethics@iswp.co.in). (The reports /concern if given to immediate reporting head / Human resource Dept, it must be forwarded to Ethics Counsellor for further actions.
- Avenues available for raising concerns or queries or reporting cases could include:
  - The toll-free Third-Party Ethics Helpline number-1800 102 0875.
  - Web portal – [www.in.kpmg.com/ethicshelpline/tslindia](http://www.in.kpmg.com/ethicshelpline/tslindia).
  - Email – [tatasteel@ethicshelpline.co.in](mailto:tatasteel@ethicshelpline.co.in).
  - Post Box – P.O. Box no. 71, DLF Phase 1, Qutub Enclave, Gurgaon – 122002, Haryana. India.
- The reporters can access these avenues for raising concerns or queries
- Management affirms to all such employees who raise the concern that their report/ concerns will be handled with as much confidentially as possible and there would be no reprisals/retaliation against the reporting employees.
- It is also affirmed that disciplinary action will be taken against the employee who retaliates directly or indirectly or encourages others to do so against the employees who reports the violation against the TCOC.
- In case the employee feels that he/she has been victimised in his/her employment related matters because of his/her reporting about violation of the code, he/she can submit a "Grievance" to the Ethics Counsellor. All such grievances will be examined by committee designated as "Apex Ethics Committee.
- The committee will meet time to time and examine the grievance on merit or need basis. The committee shall conduct necessary investigation of the concern and recommend appropriate actions.
- While Management is determined to give appropriate protection to the genuine "Whistle Blower" the employee at the same time is advised to refrain from using this facility for furthering their own personal interest. If proven, such case will be referred to the Apex Ethics Committee.

Date: 1<sup>st</sup> Feb'2023



Abhijit A Nanoti  
Managing Director