

## **Whistleblower Policy**

FINDOC Group encourages employees to report any concerns regarding unethical, illegal, or inappropriate activities without fear of retaliation. Employees can confidentially raise concerns through the dedicated whistleblowing channel: [whistleblower@findoc.com](mailto:whistleblower@findoc.com).

The policy ensures:

**Confidentiality:** The identity of the whistleblower will be protected.

**Protection:** No adverse action will be taken against employees for reporting in good faith.

**Action:** All complaints will be promptly investigated, and appropriate measures will be taken.

Raising concerns helps uphold the integrity and ethical standards of FINDOC Group

### **Review of the Code**

This Code shall be reviewed and updated as and when there are significant changes in the aforementioned aspects as well as in the applicable guidelines.