

YASH GROUP

Vigil Mechanism & Whistleblower Policy

At YASH, we are committed to conducting business with the highest standards of ethics, integrity, and accountability. We encourage employees and stakeholders to raise concerns about unethical practices, fraud, or misconduct without fear of retaliation, and assure them of protection and fair handling of such concerns.

To uphold these commitments, we shall:

- Provide a secure and confidential channel for employees, contract labour, vendors, suppliers, and stakeholders to report unethical behaviour, actual or suspected fraud, or misconduct.
- Ensure that concerns (Protected Disclosures) are investigated promptly, fairly, and transparently by the Vigilance Officer, Ombudsperson, or Audit Committee as applicable.
- Protect genuine Whistle Blowers against victimization, retaliation, or unfair treatment, while ensuring strict confidentiality of their identity.
- Take proportionate corrective or disciplinary action, including suspension, termination, contract cancellation, or legal action, based on the gravity of misconduct established.
- Discourage frivolous, malicious, or false complaints, which may attract disciplinary measures against the complainant.
- Create awareness of this policy among employees through induction, training, and communication, and inform external stakeholders via contracts, purchase orders, and official dealings.
- Regularly review and update this policy to ensure its effectiveness and alignment with best practices.

Contact for Protected Disclosures:

Email: voice@yashrasayan.com

Post: Ombudsperson, Admin Building, HLE Glascoat Limited – Maroli Works, A-6, Maroli Udyognagar, At Post: Maroli, Village, Nadod – 396436

Harsh Patel
Director
