

Whistle Blower Policy

Sr. No.	Version	Effective date
1.	V1	February 25, 2022
2.	V2	August 13, 2025
3.	V3	May 27, 2026

WHISTLE BLOWER POLICY
MITCON Consultancy & Engineering Services Limited

1. Preface

- 1.1 The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behavior.
- 1.2 The Company is committed to developing a culture where it is safe for all directors and employees to raise concerns about any poor or unacceptable practice and any event of misconduct.
- 1.3 The purpose of this policy is to provide a framework to promote responsible and secure whistle blowing. It protects directors/employees wishing to raise a concern about serious irregularities within the Company.
- 1.4 The policy neither releases directors/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.

2. Policy

- 2.1 This Policy is for the Directors and Employees as defined hereinafter.
- 2.2 The Policy has been drawn up so that Directors/Employees can be confident about raising a concern. The areas of concern covered by this Policy are summarized in paragraph 5.

3. Definitions

- 3.1 “Audit Committee” means the Audit Committee of the Company constituted in accordance with Section 177 of the Act and read with Regulation 18 of Listing Regulations.
- 3.2 “Director” means every Director of the Company.
- 3.3 “Disciplinary Action” means any action that can be taken on the completion of / during the investigation proceedings including but not limited to a warning, imposition of fine, suspension from official duties or any such action as is deemed to be fit considering the gravity of the matter.
- 3.4 “Employee” means every employee of the Company on full time basis.
- 3.5 “Investigation Committee” means committee formed for investigation of any protected disclosure made under this policy.
- 3.6 “Protected Disclosure” means a concern raised by a written communication made in good faith that discloses or demonstrates information that may evidence unethical or improper activity.
- 3.7 “Stakeholders” means and includes value-chain partners like suppliers, service providers, sales representatives, contractors, channel partners (including dealers), consultants, intermediaries like distributors and agents, joint venture partners; and lenders, customers, business associates, trainee and others with whom the Company has any financial or commercial dealings.
- 3.8 “Subject” means a person against or in relation to whom a Protected Disclosure is made or evidence gathered during the course of an investigation.
- 3.9 “Whistle Blower” is someone who makes a Protected Disclosure under this Policy.
- 3.10 “Whistle Officer” or “Committee” will be a person authorised, appointed, consulted or approached by the Board for the purpose of receiving all complaints under this Policy and ensuring appropriate action. In the first instance, the HR Head shall be Whistle Officer.
- 3.11 “Competent Authority” The Compliance Officer will be the primary competent authority under this policy. In case of conflict of interest (Compliance Officer being the subject person), Competent Authority means Chairman-Audit Committee. The Chairman of the Audit Committee may also serve as the Escalation Authority and override mechanism

MITCON Consultancy & Engineering Services Limited (IS/ISO 9001:2015 & IS/ISO 37001:2016)

1st Floor, Kubera Chambers, Shivajinagar, Pune 411 005, Maharashtra (INDIA) | +91-20-25533309, 25534322 | bd@mitconindia.com | CIN: L74140PN1982PLC026933

for matters that are sensitive, serious in nature, or involve any conflict of interest.

4. **The Guiding Principles**

- 4.1 To ensure that this Policy is adhered to, and to assure that the concern will be acted upon seriously, the Company will:
- 4.1.1 Ensure that the Whistle Blower and/or the person processing the Protected Disclosure is not victimized for doing so;
 - 4.1.2 Treat victimization as a serious matter including initiating disciplinary action on such person/(s);
 - 4.1.3 Ensure complete confidentiality.
 - 4.1.4 Not attempt to conceal evidence of the Protected Disclosure;
 - 4.1.5 Take disciplinary action, if any one destroys or conceals evidence of the Protected Disclosure made/to be made;
 - 4.1.6 Provide an opportunity of being heard to the persons involved especially to the Subject;
 - 4.1.7 Ensure that the Audit Committee acts as Supervisor to the policy as per applicable provisions;

5. **Coverage of Policy**

- 5.1 The Policy covers malpractices and events which have taken place/suspected to take place involving:
- 1. Abuse of authority
 - 2. Breach of contract
 - 3. Bribery
 - 4. Negligence causing substantial and specific danger to public health and safety
 - 5. Manipulation of company data/records
 - 6. Financial irregularities, including fraud, or suspected fraud
 - 7. Criminal offence
 - 8. Pilferage of confidential/propriety information
 - 9. Deliberate violation of law/regulation
 - 10. Wastage/misappropriation of company funds/assets
 - 11. Breach of employee Code of Conduct or Rules
 - 12. Any other unethical, biased, favored, imprudent event
 - 13. Leak of unpublished price sensitive information
- 5.2 Policy should not be used in place of the Company grievance procedures or be a route for raising malicious or unfounded allegations against colleagues.

6. **Eligibility**

- 6.1 All employees, directors and stakeholders of the Company and all its subsidiaries are eligible to make Protected Disclosures under the Policy.

7. **Disqualifications**

- 7.1 While it will be ensured that genuine Whistle Blowers are accorded complete protection from any kind of unfair treatment as herein set out, any abuse of this protection will warrant disciplinary action.
- 7.2 Protection under this Policy would not mean protection from disciplinary action arising out of false or bogus allegations made by a Whistle Blower knowing it to be false or bogus or with a mala fide intention.
- 7.3 Whistle Blowers, who make any Protected Disclosures, which have been subsequently found to be mala fide, frivolous or malicious shall be liable to be prosecuted under Company's Code of Conduct.

8. **Manner in which concern can be raised**

- 8.1 Employees can make Protected Disclosure to Competent Authority, as soon as possible but not later than 30 consecutive days after becoming aware of the same. The Protected Disclosure/Complaint should be attached to a letter bearing the identity of the Whistle Blower/complainant.
i.e. his/her Name, Employee Number and Location, and should be inserted in an envelope which should be closed/secured/sealed. The envelop thus secured/sealed should be addressed to the Competent Authority and should

be superscribed “Protected Disclosure”. (If the envelope is not superscribed and closed/sealed/secured, it will not be possible to provide protection to the whistle blower as specified under this policy).

- 8.2 Whistle Blower must put his/her name to allegations.
- 8.3 Protected Disclosure should be either be typed or written in legible hand writing in English, Marathi, Hindi and should provide a clear understanding of the improper activity involved or issue/concern raised. The reporting should be factual and not speculative in nature. It must contain as much relevant information as possible to allow for preliminary review and proper assessment.
- 8.4 If initial enquiries by the Competent Authority indicate that the concern has no basis, or it is not a matter to be investigation pursued under this Policy, it may be dismissed at this stage and the decision is documented.
- 8.5 Where initial enquiries indicate that further investigation is necessary, this will be carried through either by the Competent Authority alone, or by Investigation Committee nominated by the Competent Authority for this purpose. The investigation would be conducted in a fair manner, as a neutral fact-finding process and without presumption of guilt. A written report of the findings would be made.
- 8.6 Identity of the Whistle Blower shall not be disclosed by the Whistle Officer to the Competent Authority until and unless such disclosure is absolutely required for the furtherance of Investigation.
- 8.7 The Investigation Committee shall be recommended by Competent Authority to the Chairperson of the Audit Committee whose decision shall be final and binding.
 - i) Make a detailed written record of the Protected Disclosure. The record will include:
 - a) Facts of the matter
 - b) Whether the same Protected Disclosure was raised previously by anyone, and if so, the outcome thereof;
 - c) Whether any Protected Disclosure was raised previously against the same Subject;
 - d) The financial/ otherwise loss which has been incurred / would have been incurred by the Company.
 - e) Findings of Competent Authority/Whistle Officer/Committee;
 - f) The recommendations of the Competent Authority/Whistle Officer/Committee on disciplinary/other action/(s).
 - ii) The Whistle Officer/Committee shall finalise and submit the report to the Competent Authority within 15 days of being nominated/appointed.
- 8.8 On submission of report, the Whistle Officer /Committee shall discuss the matter with Competent Authority who shall either:
 - i) In case the Protected Disclosure is proved, accept the findings of the Whistle Officer /Committee and take such Disciplinary Action as he may think fit and take preventive measures to avoid reoccurrence of the matter;
 - ii) In case the Protected Disclosure is not proved, extinguish the matter; or
 - iii) Depending upon the seriousness of the matter, Competent Authority may refer the matter to the Audit Committee of Directors with proposed disciplinary action/counter measures. In case the Audit Committee thinks that the matter is too serious, it can further place the matter before the Board with its recommendations. The Board may decide the matter as it deems fit.

9. Confidential Submissions & Safeguards

9.1 Identity-Withheld Reports

Reports may be submitted without disclosing the whistle-blower’s identity, provided they contain adequate details (such as names, events, dates, or supporting documents) to enable a fair and meaningful investigation. Generic or insufficiently detailed reports may not be pursued. The Audit Committee shall have sole discretion to decide on adequacy and/or substance of anonymous submissions or initiation of investigation thereof.

9.2 Information Requirement

Individuals raising concerns are not expected to prove allegations but must provide reasonable facts, indicators, or supporting material to allow proper review.

9.3 **Safeguard Against Misuse**

Knowingly submitting false, frivolous, or malicious reports is prohibited and may attract disciplinary action. Submissions made in good faith, even if later found unsubstantiated, will not result in any penalty.

9.4 **Confidentiality & Non-Retaliation**

The identity of the reporting individual, if disclosed, shall be kept strictly confidential, and the person shall be protected from retaliation, victimization, or adverse consequences

10. **Whistle Blower-Role & Protection**

Role:

10.1 The Whistle Blower's role is that of a reporting party with reliable information.

10.2 The Whistle Blower is not required or expected to conduct any investigations on his own.

10.3 The Whistle Blower may also be associated with the investigations, if the case so warrants. However, he shall not have a right to participate.

10.4 Protected Disclosure will be appropriately dealt with by the Competent Authority.

10.5 The Whistle Blower shall have a right to be informed of the disposition of his disclosure except for overriding legal or other reason.

Protection:

10.6 No unfair treatment will be meted out to a Whistle Blower by virtue of his/her having reported a Protected Disclosure under this Policy.

10.7 The Company, as a policy, condemns any kind of discrimination, harassment, victimization or any other unfair employment practice being adopted against Whistle Blower. Complete protection will, therefore, be given to Whistle Blower against any unfair practice like retaliation, threat or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion, discrimination, any type of harassment, biased behavior or the like including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his duties/functions including making further Protected Disclosure.

10.8 The Company will take steps to minimize difficulties, which the Whistle Blower may experience as a result of making the Protected Disclosure. Thus, if the Whistle Blower is required to give evidence in criminal or disciplinary proceedings, the Company will arrange for the Whistle Blower to receive advice about the procedure etc.

10.9 The identity of the Whistle Blower shall be kept confidential.

10.10 Any other Employee assisting in the said investigation or furnishing evidence shall also be protected to the same extent as the Whistle Blower.

11. **Secrecy/Confidentiality**

The Whistle Blower, the Subject, the Whistle Officer and everyone involved in the process shall:

- a. maintain complete confidentiality/ secrecy of the matter
- b. not discuss the matter in any informal/social gatherings/ meetings
- c. discuss only to the extent or with the persons required for the purpose of completing the process and investigations
- d. not keep the papers unattended anywhere at any time
- e. keep the electronic mails/files under password

If anyone is found not complying with the above, he/ she shall be held liable for such disciplinary action as is considered fit.

12. Reporting

- a) A report, communication, review, grievance or concern can be lodged or communicated on/through Email ID of Whistle Officer at whistleblower@mitconindia.com
- b) Any concerned Employee/Director who wishes to report or state any information can Directly can approach Whistle Officer on every 4th Friday of the Month between 5:00 p.m. to 6:00 p.m. at 1st Floor, Kubera Chambers, Shivaji Nagar, Pune – 411005.
- c) A report on yearly basis with number of complaints received under the Policy and their outcome shall be placed before the Audit Committee and the Board.

13. Prevention of Conflict of Interest

- 13.1 Where a Protected Disclosure concerns any member of the Audit Committee, that member of the Audit Committee shall be prevented from acting in relation to that Protected Disclosure.
- 13.2 In case of doubt, Managing Director shall be responsible for acting in relation to a Protected Disclosure. In case, the matter concerns to Managing Director, Independent Directors of the Company shall be responsible for acting in relation to a Protected Disclosure.

14. Amendment

This policy can be modified at any time by the Audit Committee of the Company. Such modifications shall also be reported to the Board.

15. Notification

The Whistle Blower Policy shall be displayed on the website of the Company i.e. www.mitconindia.com.

* * * * *