

POLICY

WHISTLE BLOWER POLICY



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OCTAL FINANCE PVT LTD believes in conducting the affairs of the company and its members in a fair and transparent manner by applying the highest standards of professionalism, honesty, integrity, and ethical conduct. The Company develops personnel policies that govern the actions of the Company and its employees. Any actual or potential violation of the policy, however insignificant or perceived to be minor, will be a matter of grave concern to the Company. The role of stakeholders, including individual employees and their representative bodies, in reporting such policy violations cannot be compromised. All Company stakeholders, including individual employees and their representative bodies, shall promptly report to management, in the manner provided herein, any violations of these practices actual or probable with respect to work rules or an event of which they are aware and which may affect the business or personal reputation or that of the Company. Even though the company is not a listed company, the board has decided to formulate the vigil mechanism which will meet the regulatory requirement as well. Accordingly, this Whistle blower Policy and Vigilance Mechanism is designed to create conditions for relevant parties, including individual employees and their representative agencies, to feel comfortable communicating their concerns about illegal or unethical practices to the company's audit committee. While we will ensure that genuine whistle-blowers are fully protected from all forms of unfair treatment as set out herein, any abuse of this protection will result in discipline. Protection under this policy does not purport to protect against disciplinary action arising from false or misleading allegations made by a whistle-blower with knowledge that such allegations are false, true, or made with malicious intent. Whistleblowers who disclose three or more protected disclosures that are later found to be malicious, frivolous, unfounded, malicious, or otherwise reported in bad faith will no longer be permitted to report additional protected disclosures under this policy. For such whistleblowers, the Company reserves the right to take or recommend appropriate disciplinary action.

