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A TATA Enterprise

WHISTLE BLOWER POLICY

In line with the Tata Code of Conduct (The Code), Ecofirst Services Limited has formulated this Whistle Blower Policy under the provision of which all employees are encouraged to promptly report to the management, genuine instances of any actual or possible violation of The Code or an event of misconduct, act of misdemeanour or act not in the company's interest.

Genuine whistle blowers would be accorded complete protection from any kind of unfair treatment and any attempts to intimidate him/her would be treated as a violation of the Code.

However such a protection does not cover disciplinary action arising out of false or bogus allegation made by the whistle blower, knowing them to be false, bogus or with a mala fide intention.

Any communication made under the provision of this policy, which discloses or demonstrates information that may evidence unethical or improper activity, would be appropriately dealt by the Board of Ecofirst Services Limited.

Identity of the whistle blower would be kept confidential to the extent possible given the legitimate needs of law and the investigation.

Chitranjan Kaushik
Chief Executive Officer

20th November 2017