



Whistleblower Policy

Fostering Ethics, Accountability, and Transparency

Welcome to Virupaksha Controls and Automation Pvt Ltd, the driving force behind Virupaksha Energy, a leading solar project company. Our commitment to ethical conduct, accountability, and transparency is unwavering. The Whistle-blower Policy stands as a testament to our dedication to maintaining the highest standards of integrity.

Purpose

Our Whistle-blower Policy serves the following key purposes:

Promoting Reporting: Encouraging and facilitating the reporting of any concerns or instances of unethical behaviour, misconduct, violations of laws, or breaches of company policies.

Protection and Confidentiality: Ensuring that individuals who report concerns are protected from any form of retaliation and that all reports are treated confidentially and fairly.

Ethical Standards: Upholding and reinforcing our commitment to the ethical values and principles that underpin our organization.

Objective

The core objective of our Whistle-blower Policy is:

To Enable Reporting: Providing a clear channel for employees, stakeholders, and third parties to report concerns related to any wrongdoing, ethical lapses, financial irregularities, or non-compliance within our organization.

Investigate and Remediate: Promptly and impartially investigating reported concerns and taking appropriate actions to address and rectify any violations or misconduct.

Safeguard Reputation: Safeguarding the reputation, integrity, and ethical standing of Virupaksha Controls and Automation Pvt Ltd and Virupaksha Energy.

Scope

Our Whistleblower Policy applies to:

Employees: All employees, including full-time, part-time, temporary, and contract personnel, are encouraged to use this policy to report concerns.

Stakeholders: This policy extends to our broader stakeholder community, including customers, suppliers, partners, and shareholders, who may witness or be impacted by unethical practices within our organization.

Third Parties: We welcome reports from third parties who may have information about or be affected by any misconduct involving our employees or operations.

Conclusion

At Virupaksha Controls and Automation Pvt Ltd, and under the Virupaksha Energy brand, we consider our Whistleblower Policy a cornerstone of our commitment to ethical conduct and transparency. We take all reports seriously and are dedicated to conducting thorough, impartial investigations while protecting the confidentiality and rights of whistleblowers.

By fostering a culture of ethical reporting and accountability, we strive to maintain and enhance the trust and confidence that our stakeholders place in us. Thank you for your contribution to our shared commitment to ethical excellence and integrity.

