



NEPHRO CARE INDIA LIMITED
(FORMERLY KNOWN AS NEPHRO CARE INDIA PRIVATE LIMITED)
CIN:U85100WB2014PLC202429

Regd. Office- Flat No-1JC-18, 5th Floor Sec-III, Saltlake, Bidhan Nagar,
Sai Complex, North 24 Parganas, Kolkata - 700098 West Bengal, India.

Web: <https://www.nephrocareindia.com/>

Email id: investor@nephrocareindia.com

➤ WHISTLE BLOWER POLICY

The policy covers disclosure of any unethical and improper events or malpractices which may have taken place/ suspected to take place involving but not limited to:

1. Breach of the Company's Policies including Code of Conduct;
2. Breach of Business Integrity and Ethics;
3. Breach of terms and conditions of employment and rules thereof;
4. Intentional Financial irregularities, including fraud or suspected fraud;
5. Deliberate violation of applicable laws/regulations to the Company, thereby exposing the Company to penalties/ fines;
6. Gross or Wilful Negligence causing substantial and specific danger to health, safety and environment;
7. Manipulation of Company data/records;
8. Disclosure of confidential / proprietary information to unauthorized personnel;
9. Gross Wastage/misappropriation of Company funds/assets;
10. Sexual harassment;
11. Abuse of authority;
12. Breach of trust;
13. Any unlawful act, whether criminal (e.g., theft) or a breach of the civil law (e.g., slander or libel).
14. Any other activities whether unethical or fraudulent in nature and injurious to the interests of the Company