HIGH TENSILE FASTNUTS (I) PVT. LTD.
PUNE

WHISTLE BLOWER POLICY

High Tensile Fastnuts (India)Pvt Ltd is committed to, ensure highest ethical, moral and business standards in functioning of business, and to build a strong culture within the organization.

An internal mechanism is established for employees to report to the management, concerns about unethical behavior, actual or suspected fraud or violation of Organization's code of conduct without fear of retribution.

The policy neither releases 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.

Director sign :	Doc no. - QSM-C/2
Date : 15.12.2018	Rev. No. 00 Date :15.12.2018