

Ethics Communication - September - 2023



Que:- What is whistle blowing and who can blow the whistle in the Company?

Ans:- Blowing the whistle is more formally known as 'making a disclosure in the public interest' under the whistle blower policy/guidelines of the Company which contains Rules and Regulations *for all its Stakeholders* when they see something illegal or unethical happening within the Company intentionally or unintentionally. **It's important that Stakeholders can do so knowing that they are protected from being victimised because of what they have uncovered and made public.**



Que:- Which Stakeholders of the Company can blow the whistle?

Ans:- Employees, Contractors, Shareholders, Vendors, or any other person dealing with the Company.

Que :- What are the examples of improper act at workplace or other places ?

Ans:- Corruption, Workplace discrimination and harassment., Violations of the law, Violations of human rights, Frauds, Mismanagement or poor Governance, Trading by Insiders, Data mishandling.



You should report such Concerns/grievances in following manner;

In case you are an employee by login to the website (SGC and ethicsline link) or by an email to ethicsline@gfl.co.in or write to Spjain@sprashad.com

In case you are any Stakeholder by email to ethicsline@gfl.co.in or Spjain@sprashad.com

Please note that Employee and Stakeholder Grievance or Concern will be directed to the Chief Ethics Officer without disclosing their identity.