



**UNITED BRANDS
LIMITED**

**WHISTLE BLOWING
POLICY**

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United Brands Limited is committed to excellence in everything we do and promotes best corporate practices. We, at UBL are also committed to provide access to its employees even all stakeholders for open communication. In line with this commitment, we have launched a platform under the umbrella of "Whistle Blowing Policy". The core objective of this policy is to safeguard the interest of employees, organization as well as of all stakeholders.

Our whistle blowing policy is therefore, fundamental to the company's professional integrity. In addition it reinforces the value, the company places on staff to be honest and respected members of their individual professions. It provides a method of properly addressing bona fide concerns that individuals within the company might have, while also offering whistleblowers protection from victimization, harassment or disciplinary proceedings.

It should be emphasized that this policy is intended to assist individuals who believe they have discovered malpractice or impropriety. It is not designed to question financial or business decisions taken by the company nor should it be used to reconsider any matters which have been investigated under the harassment, grievance or disciplinary policies and procedures.

What is whistle blowing?

Whistle blowing is the confidential disclosure by an individual of any concerns encountered in the workplace relating to a perceived wrongdoing. The company considers such wrongdoings to include:

- Misconduct/offensive conduct or malpractice (from any employee or management).
- Misuse of official position.
- Any other unethical or illegal activities (fraud or corruption).
- Breach of law or inappropriate actions (in conflict with general understandings of right and wrong).
- Potential infractions of the United Brands Limited's code of conduct.
- Health and safety risks to public or damage to environment.
- Any form of abuse to clients or vendors.

Other procedures are available to employees e.g. the grievance and harassment procedure which relates to complaints about your own employment. This policy also does not replace other corporate complaints procedures.

What does this policy apply to?

The policy covers situations where an individual (the whistle blower) raises the concern about a risk, malpractice or wrongdoing that affects others such as clients, suppliers, other staff, the company or the public interest.

Aims of the policy:

- To make employees feel confident in raising concerns and to question and act upon concerns about practice. Also to provide avenue to raise concerns and receive feedback on any action taken.

