



What can I report here?

You can report any violation of the company's code of business conduct and corporate compliance guidelines. You can report any unfair, illegal or ethical issue that occurs at your place of work. Typically, the following are the usual topics that comes under the preview of incident reporting (not an exhaustive list):-

- Financial Frauds/ insider trading;
- Misconducts/ Inappropriate behavior, including sexual harassment & workplace bullying;
- Corruption and conflict of interest;
- Security violations, including physical/ data security breach and misuse of confidential information;
- Theft/ criminal offense; Substance/ Weapons abuse;
- Unsafe working conditions;
- Sabotage of Company property;
- Falsification of documents;
- Bribery

This Portal does not support any reporting on any other organizational topic/ issue. For highlighting any other organizational issues, please consult your supervisor/ HR representative/ Company Disciplinary policy guidelines/ Senior Leadership.

The "DISCLOSE WITHOUT FEAR" is not an emergency 'helpline' and is NOT to be used to request for help and response wherever there is IMMEDIATE AND DIRECT threat to life and property or any other personal emergencies or exigencies. We recommend that for such kind of help and support you contact your company HR representative or the local Police, Fire, Medical, Government or any other appropriate authorities for immediate help and support.

Further, this Portal is NOT a counseling service. For any psychological dysfunctionalities or trauma, we recommend that you seek immediate assistance from qualified and competent professionals trained to handle such situations.