



SPEAK UP@UBL

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What happens to the submitted information?

All reports/ incidents submitted by you on the portal are sent to your organization for further processing by the UBL Whistleblowing Management Committee (WBMC) and if needed for appropriate action within the company's disciplinary policies framework. For this purpose, UBL has set up a designated WBMC comprising of *Mr. Hans van Zon (Chairman)*, *Mr Manmohan S Kalsy (Member)* and *Mr.Govind Iyengar (Member)* who are going to access the reports/ incidents submitted by you and process them further. The organization reserves the right to decide on the choice of designated point person or the composition of the ethics committee. It also decides on how a report is to be processed, whether it needs more information from you and whether any feedback is to be given to you or not on the status of your report/ incident. Typically, investigations based on reports/ incidents collected from the portal may take time as they are done in strict confidence - so you may not see swift action or experience quick issue resolution.

