

Whistleblower Policy

1. Purpose

The purpose of this Whistleblower Policy is to encourage the reporting of any unethical behaviour, illegal activities, or other misconduct within Quality Asia. This policy aims to provide a confidential and secure mechanism for individuals to report concerns without fear of retaliation.

2. Scope

This policy applies to all employees, contractors, vendors, clients, and any other individuals associated with Quality Asia.

3. Reporting Mechanism

- Individuals may report concerns through designated channels established for confidential reporting.
- Anonymous reporting options are provided to protect the identity of the whistleblower.
- Quality Asia is committed to ensuring that whistleblowers are protected from any form of retaliation.

4. Types of Concerns

Whistleblowers are encouraged to report concerns related to, but not limited to:

- Violations of ethical standards
- Fraud, corruption, or bribery
- Misuse of company resources
- Violations of legal or regulatory requirements
- Any other unethical behaviour or misconduct

5. Handling of Reports

- Information related to the whistleblower's identity and the reported concern will be kept confidential to the extent permitted by law.
- All reports will be promptly and thoroughly investigated by an appropriate designated authority.

6. Non-Retaliation

- Quality Asia prohibits any form of retaliation against individuals who, in good faith, report concerns under this policy.
- Retaliation against whistleblowers will result in disciplinary action, up to and including termination.

7. Reporting to Authorities

If the reported concern involves illegal activities, Quality Asia reserves the right to report such matters to the relevant authorities.

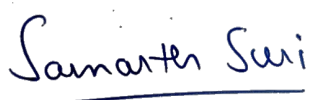
8. Communication and Awareness

This policy will be communicated to all employees and stakeholders. Training programs will be conducted to raise awareness of the Whistleblower Policy.

9. Review and Update

This Whistleblower Policy will be reviewed periodically and updated as needed to ensure its ongoing relevance and effectiveness.

Quality Asia Certifications Private Limited



Managing Director
Date - 01-04-2023