



C&S Electric Limited

Compliance Violation Reporting Policy



Aim & Scope

The Compliance Violation Reporting Policy provides options to Employees, Directors (including Non-Executive Directors and Independent Directors) and other Stakeholders (herein after collectively referred as "stakeholders") of C&S Electric Limited (herein after referred to as "C&S") for reporting actual or apparent failure to comply with applicable laws or regulations, C&S's Business Conduct Guidelines and other compliance related C&S's policies

The policy is meant to:

- Encourage individuals to raise compliance concerns.
- Inform individuals of the available channels for raising concerns.
- Remove any stigma that may be associated with good faith reporting of compliance issues.
- Avoid misuse of the Compliance process-Sanctions could be imposed on individuals who knowingly give false or misleading information with the intent of wrongly accusing or creating a suspicion of compliance violations against any stakeholder.

Rights and obligations in the reporting of Compliance violations

- C&S expects its stakeholders to report Compliance violations that come to their notice.
- This policy assures that no retaliation or reprisals of any kind against individuals who report actual or apparent compliance violations would be tolerated.
- Chapter "Our reporting procedures" of the Business Conduct Guidelines lays down the broad process for this subject.
- C&S's Business Conduct Guidelines are attached herewith



Reporting of Compliance violations / cases

Compliance violations can be reported through any of the following channels:

Compliance Legal "Tell us"

Webpage: <https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=19siem14&c=-1&language=eng>

India / Germany / Sri Lanka / Nepal / Bhutan / Maldives:

Tel. Numbers: 000800-0410037 (Toll free)

+4930 20987919(non-Toll free)

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How to use these reporting channels

- Individuals can lodge a complaint through any of the 'Reporting Channels'
- When reporting compliance cases, the reporter may choose to disclose their identity or remain anonymous. C&S encourages reporters to identify themselves while reporting a compliance violation so that there is an open line of communication for any additional information required for prompt resolution of the issues.

Retaliation Prohibition

- Retaliation of any kind against individuals who have reported compliance violations/ cases will not be tolerated.
- This prohibition includes any action that may directly or indirectly harm the employment relationship, earning potential, bonus payments, career development or other work-related/ business interests of the whistleblower / reporter.
- Disciplinary sanctions imposed following due process in response to a whistleblower's/ reporter's involvement in any reported wrong doing is not regarded as retaliation under this policy.

Safeguards

- All reported issues will be carefully assessed & in appropriate cases; the actual or apparent compliance violation will be handled / investigated as per the regulations & process for handling reported compliance cases.
- The confidentiality of information given by the individual reporting a compliance violation will be protected to the maximum extent possible. The recipient of the information may share it only on a need-to-know basis consistent with applicable law-e.g. in case of public investigations or to assure safety of others.