



WHISTLEBLOWER POLICY

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OBJECTIVE

The objective of this policy is to provide Associates (whether permanent or on contract) , Investors, customers, vendors and other stakeholders (hereinafter collectively referred to as stakeholders) an avenue to raise concerns, in line with the commitment of WTE to the highest possible standards of ethical, moral and legal business conduct and its commitment to open communication.

To provide necessary safeguards for protection of employees from reprisals or victimization, for whistle blowing in good faith.

WTE encourages all its stakeholders to communicate and raise any behavior or practice, they may be aware of and suspect to be unethical, illegal or otherwise inappropriate and harmful to the company.

The WTE Whistleblower Policy is a critical means through which Stakeholders can raise actual or suspected violations.

The policy sets out ways through which the stakeholders can raise concerns that relate to actual or suspected violations of the Code of Ethical Business Conduct, Accounting, Internal Accounting Controls, Auditing Matters and applicable national and international laws including statutory / regulatory rules and regulations which includes but not limited to Companies Act

SCOPE

The policy is applicable to all Investors, Associates (including permanent and on contract) customers and SUPPLIERS / VENDORS OF WTE

WHISTLEBLOWER COMPLAINT

A "whistleblower complaint" is a complaint where a Complainant/ Whistle Blower (person raising the Complaint) believes that WTE (or an officer or Associate of WTE) has, or may have, breached the Code of Ethical Business Conduct, Accounting, Internal Accounting Controls, Auditing Matters, Code of Conduct for Prohibition of Insider Trading in Securities of WTE

Alerting WTE to potential issues will assist in promoting compliant corporate environment and will protect WTE's reputation. All the stakeholders have an obligation to raise such concerns as soon as possible.

All the stakeholders shall address the complaints/concerns to the HR Head. In case of a complaint/concern against HR Head, the same shall be addressed to the Managing Director.

PROTECTION AFFORDED TO A WHISTLEBLOWER

WTE prohibits and discourages the retribution against anyone for raising or for helping to address integrity concerns. Associates shall not be disadvantaged in any manner for having raised a concern. Allegations of retaliation will be investigated and if proved, appropriate action will be taken. Associates can raise allegations of retaliation with HR Head

WHISTLEBLOWER PROCESS

A Whistle Blower can raise a concern with the HR Head by:



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Sending an e-mail to yuvraj.shinde@wteinfra.com

In person - Complaints can also be reported verbally on telephone no. 0 8888889611 / 22. Verbal reports will normally be documented by the HR Head by a written transcription of the verbal report.

All whistleblower complaints received shall be reviewed by the HR Head or by the Redressal Committee constituted by him/her or, in the case of complaints pertaining to instances of leak of unpublished price sensitive information by the Disciplinary Committee. The HR Head or the Committee shall assess whether or not the issue raised constitutes a whistleblower complaint. In case of a review by the Redressal Committee, it shall submit a report to HR Head detailing whether the issue(s) raised constitute(s) a whistleblower complaint or not. The HR Head or the Redressal Committee, to whom the complaint may be directed by the HR Head, will respond to the concern within 48 working hours of receiving it.

The Whistle Blower may disclose his/her identity and WTE would provide protection against retaliation
Note: It is the discretion of the Whistle Blower to conclude whether or not the issue shall be raised anonymously. For the matter to be aptly investigated, the Whistle Blower may choose to disclose his/her identity along with the details of the complaint. While the anonymous complaints will also be suitably and sincerely looked into, it will provide more leverage and will be pertinent to investigate the complaint sufficiently if the Whistle Blower chooses to disclose his /her identity. The identity of the whistleblower shall be kept confidential to the maximum reasonable extent.

Malicious Allegations: Malicious and baseless allegations by Associates or other stakeholders may result in disciplinary action and could include even termination and / or other appropriate action, as the case may be.

Disciplinary Committee for Prevention of Insider Trading complaints ("Disciplinary Committee") shall mean a committee responsible for reviewing whistle blower complaints related to prevention of Insider trading and leaks of unpublished price sensitive information in terms of the Regulations and constitute of following persons (a) Chief Financial Officer.

Once the assessment is made by the HR Head, the Redressal Committee or Disciplinary Committee will:
Contact the Associate/Customer/Vendor to obtain the information necessary to conduct an effective investigation;

Discuss the steps to be taken to investigate the issue.

Note: Whistle Blowers involved in an investigation are also expected to keep all discussions confidential. This is important to safeguard the integrity of the investigation and the whistleblower process generally.

The HR Head or the Redressal Committee or Disciplinary Committee assigned to the investigation needs to ensure that all investigation is carried out objectively. Where required, WTE Legal Counsel shall provide legal input.

The HR Head and the designated officer will provide feedback to the Whistle Blower on the progress of the investigation.

The HR Head shall submit a report of all the complaints received during a quarter to the directors in the first meeting held in the following quarter or such other meeting at the direction of the Directors. The report shall contain details of all the complaints, their status and such other information



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as HR Headdeems fit or necessary

HR Heads

The HR Head is primarily responsible for overseeing and managing compliance issues within the organization. The HR Head is in charge of ensuring, that the company and its Associates are complying with internal policies and procedures.

Please refer Annexure A for the contact details of HR Head

INVESTIGATION PROCEDURE

Concerns about Integrity and non-compliance with WTE Code of Ethical Business Conduct will be investigated as per process laid down and defined by the HR Head, concerns on violation of Code of Conduct for Prohibition of Insider Trading in Securities of WTE (including instances of leak of unpublished price sensitive information) will be reviewed and investigated by the Disciplinary Committee. The Associate/s concerned who is/are found to be non-compliant after the investigation, are liable to face appropriate disciplinary action including termination from the services of the company. WTE's investigation process includes.

Stakeholders need to write to HR Head immediately and raise a concern with required evidences and documents.

A minimum 4 member Redressal Committee consisting of experts will be formed with the right knowledge and objectivity from within the company. Members from this committee shall be assigned to investigate into the matter within 48 working hours of receipt of the whistle blower complaint. The Disciplinary Committee for prevention of Insider trading would consist of following persons (a) Chief Financial Officer

The Redressal Committee/ Disciplinary Committee shall conduct an inquiry and come up with a report within 15 to 45 working days from the date of the initial complaint.

The Redressal Committee/ Disciplinary Committee should recommend the corrective actions to the appropriate managers for implementation. In the event the accused is found guilty, penalties will be prescribed through HR Head

The person raising the concern will also receive an update on the final outcome.

RETENTION OF DOCUMENTS

All Complaints received in writing or documented along with the results of investigation relating thereto shall be retained by the Company for a minimum period of seven years.

AMENDMENT

The directors of the company reserves its right to amend or modify this policy in whole or in part, at any time without assigning any reason whatsoever.

NOTIFICATION

The new Associates shall be informed about the policy by HR via the new joiner induction. This policy as amended from time to time shall be posted on the website of the company.



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ANNUAL AFFIRMATION

The company shall annually affirm that it has not denied any personal access to the Audit Committee and that it has provided protection to whistle bower from adverse personal action, wherever applicable.

Please refer Annexure A for the contact details of chairperson of the Audit Committee.

REWARDS AND RECOGNITION TO THE WHISTLER BLOWER

Category 1: Appreciation for all deserving cases, for whistle blowing – Certificate/Letter to be released by HR Head

Category 2: INR 2K (India based associates) reward
+Certification for all those whistleblowers where it went on to get investigated and resulted in >

ROLES AND RESPONSIBILITIES

STAKEHOLDERS:

1. Bring to attention of the company, any improper practice they may be aware of at the earliest. Although they are not required to provide proof, they must have sufficient cause for concern.
2. Co-operate with investigating authorities, while maintaining full confidentiality.
3. The intent of the policy is to bring genuine and serious issues to the forefront and it is not intended for petty complaints. Malicious allegations by Associates can result to disciplinary action.
4. A whistle bower has the right to protection from retaliation. But this does not extend to immunity for complicity in the matters that are the subject of the allegations and investigation.
5. In the event of exceptional cases, where the whistle bower is not satisfied with the outcome of the investigation carried out by the HR Head, s/he can make a direct appeal to the Chairman of the Audit Committee of WTE

HR Head:

1. Ensure that the policy is being implemented.
2. Ascertain prima facie the credibility of the charge. If initial enquiry indicates further investigation is not required, close the issue.
3. Document the initial enquiry
4. Where further investigation is indicated, carry this through appointing a Redressal Committee if necessary.
5. Provide quarterly reports to the directors with a copy to CEO
6. Acknowledge receipt of concern to the complainant, thanking him/her for initiative taken in upholding the company's business conduct standards

REDRESSAL COMMITTEE OR DISCIPLINARY COMMITTEE:

1. Conduct the enquiry in a fair and unbiased manner.
2. Ensure complete fact-finding.
3. Maintain strict confidentiality.
4. Decide on the outcome of the investigation, whether an improper practice has been committed and if so by whom.
5. Recommend an appropriate course of action and suggest disciplinary action, including dismissal, and preventive measures.



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6. Record minutes of the committee deliberations and document the final report.
7. Submit the final report to HR Head or Audit Committee or the Directors.

CEO:

1. Table the quarterly reports from the HR Head with the Directors
2. Ensure necessary action of recommendations of the HR Head/Committee.
3. Provide full co-operation to the investigation team.
4. Be informed of the outcome of the investigation.
5. Accept the decision of the HR Head
6. Maintain strict confidentiality

APPENDIX A – CONTACT DETAILS

HR Head:

Name	Yuvraj Shnde
Address	PAP-S-77, Nr Bridgestone Company, MIDC Phase II, Chakan, Village Sawardari, Tal.Khed, Dist.Pune - 410501
Phone	0 8378968812
Email	yuvraj.shinde@wteinfra.com

Chairperson of the Audit Committee:

Name	Prasad Kulkarni
Address	PAP-S-77, Nr Bridgestone Company, MIDC Phase II, Chakan, Village Sawardari, Tal.Khed, Dist.Pune - 410501
Phone	0 8888889611
Email	prasad@wteinfra.com

Managing Director:

Name	Ashok Kulkarni
Address	PAP-S-77, Nr Bridgestone Company, MIDC Phase II, Chakan, Village Sawardari, Tal.Khed, Dist.Pune - 410501
Phone	0 8888889622
Email	Ashok.kulkarni@wteinfra.com



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A handwritten signature in blue ink, appearing to read 'Prasad Kulkarni', is written over a faint circular stamp.

Prasad Kulkarni

CFO

Date: 01.04.2019