

## **WHISTLE BLOWER POLICY**

**Whistleblower** is a person informing the management about fraudulent, unethical or illegal activities being practiced in Nishat Power Limited (the 'Company').

This Policy addresses the commitment of the Company to maintain an environment where employees/whistleblowers can act appropriately, without fear of retaliation. The Company is committed to the highest possible standards of openness, probity and accountability. To maintain these standards, the Company encourages its employees who have concerns about suspected serious misconduct or any breach or suspected breach of law or regulation that may adversely impact the Company, to come forward and express these concerns without fear of punishment or unfair treatment. This Whistle-blowing Policy is intended to encourage and enable employees to raise serious concerns within the Company rather than overlooking a problem or blowing the whistle outside.

### **How to raise concern**

As a first step, one should normally raise the concerns with immediate supervisor or Head of Department (HOD). This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice. For example, if whistleblower believes that immediate superior or HOD is involved, then he should approach higher management, e.g. the Chief Executive Officer, Audit Committee or Board of Directors through Company Secretary.

### **Safeguard Measures for Whistleblower**

- The Company will not tolerate harassment or victimization of the whistleblower and will take appropriate action to protect him.
- The Company will protect the identity of the whistle-blower who raises a concern and his/her name shall not be disclosed. However, the Company encourages the name of whistleblower to be disclosed considering;

- the seriousness of the issues raised;
  - the credibility of the information shared
- If an employee makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against that employee. If, however, the allegations that are malicious with the intention to cause anger, irritation or distress, then disciplinary action will be taken against that employee.