



Whistleblower Policy

Effective Date: [01/04/2023]

Introduction:

Rushabh Foundation Charitable Trust (the "Trust") is committed to upholding high ethical standards, transparency, and accountability in its operations. This Whistleblower Policy (the "Policy") outlines the Trust's commitment to providing a safe and confidential mechanism for individuals to report any concerns or instances of wrongdoing within the Trust. The Policy applies to all trustees, employees, volunteers, contractors, beneficiaries, and any other individuals associated with the Trust (collectively referred to as "Individuals").

1. Policy Statement:

1.1. The Trust encourages all Individuals to report in good faith any concerns or suspicions of:

- a. Fraud, corruption, or financial misconduct.
- b. Misuse of Trust's assets or resources.
- c. Violation of applicable laws, regulations, or Trust policies.
- d. Any other unethical or illegal activities that may harm the Trust's reputation or mission.

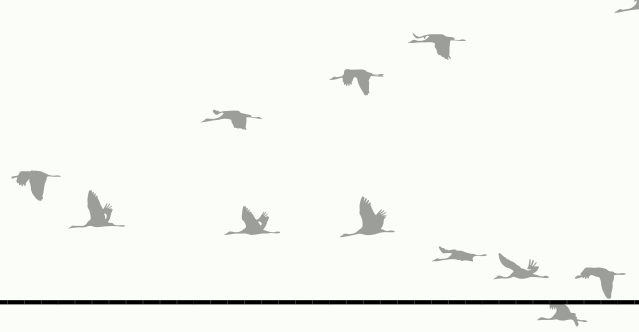
1.2. The Trust will ensure that all reports are treated seriously, handled with confidentiality, and that no individual who reports in good faith will suffer any adverse consequences or retaliation.

2. Reporting Mechanism:

- 2.1. The Trust will establish a confidential and secure reporting mechanism, such as a dedicated email address or helpline, to receive whistleblower reports.
- 2.2. Individuals may also report their concerns to their immediate supervisor, the designated Whistleblower Officer, or any other trusted person within the Trust.
- 2.3. The Trust will provide clear instructions on how to make a whistleblower report, including the necessary information to include and the process for maintaining confidentiality.

3. Confidentiality and Protection:

- 3.1. The Trust will treat all whistleblower reports with the utmost confidentiality to the extent possible, consistent with applicable laws and the need for a thorough investigation.
- 3.2. The Trust will not disclose the identity of the whistleblower unless required by law or with the explicit consent of the whistleblower.
- 3.3. The Trust will protect whistleblowers from any form of retaliation or adverse consequences resulting from their report. Retaliation against a whistleblower is strictly prohibited and will be subject to disciplinary action.



4. Investigation and Follow-Up:

- 4.1. The Trust will promptly and thoroughly investigate all whistleblower reports.
- 4.2. The investigation will be conducted by designated individuals who possess the necessary skills, knowledge, and independence.
- 4.3. The Trust will take appropriate actions based on the investigation findings, including implementing corrective measures, disciplinary actions, or reporting to relevant authorities, as necessary.

5. False and Malicious Reports:

- 5.1. The Trust recognizes the importance of reporting in good faith. Individuals who make false or malicious reports with the intent to harm others or the Trust will be subject to disciplinary action.

6. Non-Retaliation:

- 6.1. The Trust strictly prohibits retaliation against any individual who makes a whistleblower report in good faith or participates in related investigations.
- 6.2. Individuals who engage in retaliatory behavior will be subject to disciplinary action.

7. Policy Review:

- 7.1. This Whistleblower Policy will be reviewed periodically to ensure its continued relevance, effectiveness, and compliance with emerging best practices and legal requirements.

Conclusion:

This Whistleblower Policy reflects Rushabh Foundation Charitable Trust's commitment to transparency, accountability, and the prevention of wrongdoing within the organization. By providing a safe and confidential reporting mechanism, we encourage Individuals to come forward and report any concerns or instances of misconduct, fostering an environment of integrity and ethical behavior. By signing below, I acknowledge that I have received, read, and understood the Rushabh Foundation Charitable Trust Whistleblower Policy and agree to comply with its provisions and guidelines.

[Individual's Name]

[Individual's Position/Role]

[Date]

