

# **ROGER INDUSTRIES LIMITED – WHISTLEBLOWER POLICY**

## **1. Purpose**

Roger is committed to conducting its business with integrity, transparency, and accountability. This Whistleblower Policy provides a framework for employees, suppliers, customers, and other stakeholders to raise concerns about unethical, illegal, or improper conduct without fear of retaliation.

## **2. Scope**

This policy applies to all employees, directors, officers, vendors, contractors, and other stakeholders associated with Roger and its group companies.

## **3. Reportable Concerns**

Concerns that may be reported under this policy include, but are not limited to:

- Fraud, bribery, or corruption
- Financial misconduct or misrepresentation
- Workplace harassment or discrimination
- Health, safety, or environmental violations
- Breach of company policies or code of conduct
- Conflict of interest
- Human rights or labour standards violations

## **4. Reporting Mechanism**

Concerns may be reported confidentially through the whistleblower mechanism available on Roger's website or via the designated form. Reports may be submitted anonymously.

## **5. Confidentiality**

All whistleblower reports will be treated with strict confidentiality. Information will be shared strictly on a need-to-know basis for the purpose of investigation and resolution.

## **6. Non-Retaliation**

Roger strictly prohibits retaliation against any individual who raises a concern in good faith. Any act of retaliation will be treated as a serious violation of company policy and may result in disciplinary action.

## **7. Investigation Process**

All reports received will be reviewed promptly by authorised personnel. Appropriate investigations will be conducted, and corrective actions will be taken where necessary, in accordance with applicable laws and company procedures.

## **8. Good Faith Reporting**

Reports should be made in good faith and based on reasonable belief. Deliberately false or malicious reports may result in disciplinary action.

## **9. Policy Review**

This policy will be reviewed periodically to ensure its continued effectiveness and alignment with legal and ethical standards.