

Whistle Blowing Policy

The Company is committed to high standards of ethical, moral and legal business conduct. In line with Company's commitment to open communication, this policy aims to provide an avenue for all the stakeholders to raise concerns and reassurance that they will be protected from reprisals or victimization for whistleblowing good faith that malpractices exist in the Company, he/she is encouraged to report these immediately on the designated email or landline number. The name of whistleblower is kept under strict confidentiality. All the complaints are addressed, however priority is given on basis of below criteria:

- The seriousness of the issue raised
- The credibility of the concern and
- The likelihood of confirming the allegation from credible sources

This policy also provides a platform for employees to call out behaviour that violates the Company's policies. At Pioneer Cement, employees are encouraged to freely communicate their concerns in case they suspect anybody going against the Company's Code of Conduct.