



MODERN TOOLING SOLUTION

WHISTLEBLOWER POLICY

1. Purpose

The purpose of this policy is to provide employees, contractors, vendors, and stakeholders a safe and transparent mechanism to report concerns about unethical behavior, actual or suspected fraud, violation of company policies, or any legal/regulatory breach.

2. Scope

This policy applies to all employees, directors, contract staff, consultants, suppliers, and other stakeholders associated with MODERN TOOLING SOLUTION

3. Definition of Whistleblower

A *whistleblower* is any person who, in good faith, raises a concern relating to:

- Fraud, corruption, or financial malpractice.
- Breach of laws, regulations, or company policies.
- Health, safety, and environmental violations.
- Harassment, discrimination, or abuse of authority.
- Any activity that damages the reputation or interests of the Company.

4. Reporting Mechanism

- Concerns can be reported via:
- Confidential email to admin@mtsgroup.co.in/hr@mtsgroup.co.in
- Written letter addressed to the Whistleblower Committee
- Anonymous drop box (if applicable)
- Reports should contain sufficient details (names, dates, description, evidence if available).



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Whistleblower Committee:

Sl no	Name	Designation
1	Mr. Venkatesan C	Managing Director
2	Mrs. Menaga V	Managing Partner
3	Mr. Naresh A	Administrator
4	Mr. John D'Silva	AGM

5. Confidentiality

All complaints will be handled with the highest degree of confidentiality. The identity of the whistleblower will not be disclosed without consent, except where required by law.

6. Protection against Retaliation

The Company prohibits retaliation against any whistleblower that raises a concern in good faith. Any employee engaging in retaliation will face disciplinary action, which may include termination.

7. Investigation Process

- The Whistleblower Committee/Internal Audit will review complaints.
- An impartial investigation will be conducted within a reasonable timeframe.
- Findings will be documented, and appropriate corrective action will be taken.

8. False Allegations

Whistleblowers must act in good faith. Malicious or knowingly false complaints may result in disciplinary action.

9. Responsibility & Governance

- The Board of Directors/Audit Committee will oversee the functioning of this policy.



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- The Compliance Officer/HR Head will serve as the point of contact.

10. Review of Policy

This policy will be reviewed periodically to ensure effectiveness and compliance with applicable laws and regulations.

This policy shall be reviewed annually or as required due to changes in operations or legal requirements. Any revisions shall be communicated to all concerned personnel.

Name Designation Signature Date

[Name] Managing Director [Sign] [Date]

[Name] HR Head [Sign] [Date]

[Name] AGM [Sign] [Date]