

# Parivartan Samaj vikas Samiti, Korba (Chhattisgarh)

## Whistleblower Policy

### 1. Purpose

Parivartan Samaj Vikas Samiti (hereinafter referred to as "the Organization") is committed to conducting its affairs with the highest standards of integrity and ethics. This Whistleblower Policy is established to provide a mechanism for employees, volunteers, and stakeholders to report concerns or suspected violations of legal or ethical standards within the Organization without fear of retaliation.

### 2. Scope

This policy applies to all employees, volunteers, contractors, suppliers, and stakeholders of the Organization.

### 3. Reporting Mechanism

Any individual who becomes aware of conduct that they believe violates the law, regulation, or ethical standards of the Organization is encouraged to report it. Reports can be made verbally or in writing to any of the following:

- Immediate supervisor
- Human Resources Department
- Board of Directors
- Ethics Committee (if established)

Anonymous reports can be made through a dedicated reporting channel established by the Organization. All reports should provide sufficient detail to allow for proper investigation.

### 4. Protection Against Retaliation

The Organization prohibits retaliation against any individual who makes a good faith report of misconduct or participates in an investigation. Retaliation against whistleblowers will be subject to disciplinary action, up to and including termination of employment or engagement with the Organization.

### 5. Investigation Procedure

Upon receipt of a report, the Organization will promptly initiate an investigation. Investigations will be conducted impartially and with due regard for confidentiality to the extent possible. The Organization will take appropriate action based on the findings of the investigation.



## **6. Confidentiality**

The Organization will make every effort to keep the identity of the whistleblower confidential, except as necessary to conduct an investigation or as required by law.

## **7. False Reports**

The Organization takes false reporting of misconduct seriously. Individuals who knowingly make false reports may be subject to disciplinary action, up to and including termination of employment or engagement with the Organization.

## **8. Review and Revision**

This Whistleblower Policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws and regulations. Amendments to the policy may be made as deemed necessary by the Organization's leadership.

## **9. Communication and Training**

The Organization will provide training and awareness programs to all employees, volunteers, and stakeholders regarding their rights and obligations under this Whistleblower Policy.

## **10. Contact Information**

For further information or to make a report, please contact:

Name : Mr Vinay Malviya

Title : Secretary

PARIVARTAN SAMAJ VIKAS SAMITI

Contact : +91-9511800162 / vnmalviya@gmail.com / psvsdipaka.11@gmail.com

