



Whistleblowing Policy

Trigent encourage all of our employees to report any concerns related to the direct and indirect activities of Trigent. Our whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

What to report?

Below are the areas where non-compliance can be reported:

- Harassment or Discrimination & Workplace Violence
- Protection of Confidential Information and intellectual property
- Privacy breach
- Fraud or questionable accounting/financial reporting
- Corruption and improper transactions,
- Improper promotion and improper sales practices
- Conflicts of Interest
- Environmental Health and Safety issues
- Insider Trading
- Anti-competitive behaviour
- Theft, misuse of company's assets
- Retaliatory action as mentioned in this policy
- Any Illegal or unethical Practices

Channel of Communication:

- All employees are provided the facility to report confidentially to the Top Management through the HRMS system.
- POSH related complaints can be sent to Internal Complaints Committee
- Harassment or Discrimination & Workplace Violence related issues can be reported to HR
- Feedback and non-compliance about other departments can also be sent directly to the department heads.

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Criticality of non-compliance:

- Highly critical non-compliance can be sent directly to the highest management committee that comprises the Chairman and two executive directors of the organization.
- All non-compliance reported to the top management will be classified based on criticality and they will be promptly investigated and will be resolved.
- No retaliation or retribution for a report provided in good faith.
- Whistleblower will get an update on the compliant and confidentiality is maintained.

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