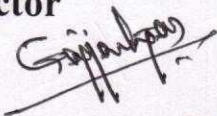


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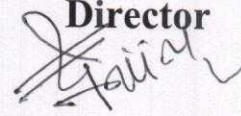
WHISTLE BLOWER POLICY

1. It is policy of Star Plast Industries Pvt Ltd. management to encourage all types of employees and others to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) without retribution.
2. The Whistle-blower should promptly report the suspected or actual event to Whistle-blower Board Committee.
3. The Whistle-blower can report the event with his/her identity or anonymously
4. The Whistle blower shall receive No unfair treatment for a report that was provided in good faith – that was not done primarily with malice to damage another or the organization.
5. A Whistle-blower who makes a report that is not done in good faith is subject to disciplinary action against him once it confirmed to protect the reputation of the organization and members of its Board and staff.
6. Anyone who retaliates against the Whistle-blower (who reported an event in good faith) will be subject to disciplinary action.
7. Whistle-blower Board Committee members who receive the reports must promptly act to investigate and/or resolve the issue.
8. The Whistle-blower shall receive a report within seven business days of the initial report, regarding the investigation, disposition or resolution of the issue.
9. If the investigation of a report, that was done in good faith and investigated by internal personnel, is not to the Whistle-blower's satisfaction, then he/she has the right to report the event to the Board of Directors.
10. The identity of the Whistle-blower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement.

Mr. Tejas Gajjar
Director



Mr. Ashish Gajjar
Director



ISO 9001:2015 | DMF # 27856 |

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