

## WHISTLE BLOWER POLICY OF CAN FIN HOMES LTD.

### 1. Preface

1.1 The Company has adopted the Code of Conduct for the directors and employees, which lays down the principles and standards that should govern the actions of the Directors and employees. Any actual or potential violation of the Code, howsoever insignificant or perceived as such, would be a matter of serious concern for the Company.

1.2 The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. To maintain these standards, the Company encourages its directors, employees and stakeholders, who have concerns about suspected misconduct to come forward and express these concerns without fear of unfair treatment or punishment.

1.3 The Company has the Whistle Blower/Vigil Mechanism, in place. As per the Companies Act, 2013, related Rules and revised Clause 49 (II)(F) of the Equity Listing Agreements, the Whistle blower Policy /mechanism has been revisited and duly approved by the Board of Directors of the Company.

### 2. Objective of the Policy

2.1 This policy aims to provide an avenue for employees to raise concerns on about unethical behaviour, actual or suspected fraud or violation of Company's Code of Conduct, violations of legal or regulatory requirements, incorrect or misrepresentation of any statements and reports, etc.

2.2 The Whistle blower policy intends to cover serious concerns that could have grave impact on the operations and performance of the business of the Company.

### 3. Scope of the Policy

The primary focus area of the policy aims at building a successful whistle blower mechanism, the one which is fair, non-vindictive and easily accessible to all, so that the frauds/potential frauds are detected and controlled at a nascent stage. It also provides for adequate safeguard against victimization.

The Policy is applicable to all the Directors, employees and other Stakeholders such as borrowers, Co-borrowers, Depositors, Key Partners, Direct Selling Agents, Vendors etc.

### 4. Whistle blower Mechanism

Under this mechanism, the improper practice, if any, in the Company, can be directly reported to the Audit Committee. Communication in this regard will be sent at periodical intervals to all the directors, employees of the Company and reiterated during Branch Managers Conference, training programs and by way of Circulars.

The Company affirms that the mechanism provides adequate safeguards against victimisation of director(s)/ employee(s) who avail of the mechanism and also provides for direct access to the Chairman of the Audit Committee. This reporting mechanism can be accessed by all employees and stakeholders. The identity of all whistle blowers will be kept confidential, unless the complainant has no reservations in disclosing the same. In case of repeated frivolous complaints being filed by a director or an employee the Audit Committee may take suitable action as per Companies (Meetings of Board and its powers), Rules, 2014.

The details of establishment of such mechanism has been disclosed by the Company on its website.

