

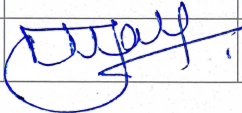



Name of the Policy	WHISTLEBLOWER POLICY		
Policy No.	RPPL/HR/POL/10		
Applicable to	ALL EMPLOYEES	Effective date	1 st August'2023
Approved by	HUMAN RESOURCE DEPARTMENT	CFO	CEO
Signature			

1. Introduction

Radiant Polymers is firmly committed to operating with the highest ethical standards. We believe in fostering an environment where employees, contractors, and third-party stakeholders feel safe and encouraged to report any suspected wrongdoing or violations of our policies, including, but not limited to, corruption, fraud, conflicts of interest, money laundering, anti-competitive practices, or information security breaches. This Whistleblower Policy outlines the principles and procedures governing our reporting system and aims to empower individuals to speak up without fear of retaliation.

2. Policy Statement

Radiant Polymers strictly prohibits retaliation against any individual who reports a suspected violation of this policy or applicable laws and regulations in good faith. We are committed to protecting the confidentiality of reports and the identity of the reporter to the fullest extent possible, within the legal and regulatory frameworks applicable to our operations.

3. Who can Report?

This policy applies to and encourages reports from all individuals who have information about potential violations of our policies or the law, including:


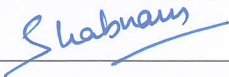
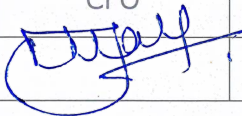
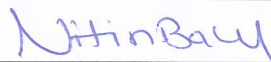
- 3.1 **Employees:** Regular, temporary, and contract employees at all levels within Radiant Polymers.
- 3.2 **Contractors:** Individuals and companies engaged by Radiant Polymers to perform services.
- 3.3 **Third-Party Stakeholders:** Any individual or entity with a business relationship with Radiant Polymers, such as suppliers, vendors, and partners.

4. What Can Be Reported?

This policy encourages reporting of any suspected violation of:

- 4.1 **Work Ethics Policy:** This includes areas such as corruption, fraud, conflicts of interest, money laundering, and anti-competitive practices.
- 4.2 **Other Company Policies:** Concerns regarding violations of any other Radiant Polymers policy, such as harassment, discrimination, safety hazards, or environmental issues.
- 4.3 **Illegal Activities:** Any suspected violation of applicable laws and regulations.

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5. Reporting Channels

Radiant Polymers offers multiple channels to facilitate safe and confidential reporting:

- 5.1 **Confidential Whistleblower Hotline:** We have established a dedicated and anonymized hotline provider. This hotline allows individuals to report concerns via phone or mail, ensuring complete anonymity.
- 5.2 **Supervisor or Manager:** Employees can directly report concerns to their immediate supervisor, manager, or a member of the Human Resources department or EA to the CEO.
- 5.3 **Compliance Officer:** Individuals can directly report to the designated Compliance Officer, who is responsible for overseeing the investigation and resolution of reported concerns.

6. Training and Measures

Radiant Polymers understands the importance of empowering individuals to speak up and fostering a culture where reporting is encouraged. We are dedicated to the following initiatives:

6.1 Training:

- 6.1.1 Regular, mandatory training sessions will be conducted for all employees, contractors, and relevant third parties on the Whistleblower Policy, including the reporting procedures, confidentiality measures, and protection from retaliation.
- 6.1.2 Training materials will be designed to be clear, concise, and readily accessible in various formats, including online modules, printed materials, and in-person presentations.

6.2 Measures:

- 6.2.1 Radiant Polymers will take all reasonable steps to maintain the confidentiality of reports and the identity of the reporter, within the legal and regulatory frameworks applicable to our operations.
- 6.2.2 Individuals will be protected from any form of retaliation for reporting suspected violations in good faith, even if the reported concern is not ultimately substantiated.
- 6.2.3 We will conduct prompt and thorough investigations into all reported concerns, regardless of the source or the nature of the report.
- 6.2.4 Appropriate corrective actions will be taken based on the findings of the investigations, including disciplinary action, policy updates, or other necessary measures.
- 6.2.5 We will maintain a record of all reports and investigations, ensuring compliance with relevant legal and regulatory requirements.

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