

Whistle Blower Policy

Numaligarh Refinery Limited has adopted Whistle Blower Policy and implemented the same to ensure greater transparency in all aspects of the company's functioning.

The objective of the policy is to build and strengthen a culture of transparency and trust in the organization and to provide employees with a framework / procedure for responsible and secure reporting of improper activities (whistle blowing) and to protect employees wishing to raise a concern about improper activity / serious irregularities within the Company.

An employee desirous of making protected disclosures in respect of any of the improper activities as defined in the policy shall be required to address his communication to the Competent Authority.

Competent Authority.

The Managing Director
(Whistle Blows Policy Mechanism)
Numaligarh Refinery Limited,
122A G S Road Dispur,
Guwahati 781005, Assam

if the Complainant/Whistle Blower believes that there is a conflict of interest between the Competent Authority and the Complainant/Whistle Blower, she/he may send the Complaint directly to the Audit Committee of the Board of Directors of the Corporation through the Company Secretary.

Chairman of the Audit Committee

(Whistle Blower Policy Mechanism)
C/o Company Secretary
Numaligarh Refinery Limited,
122A G S Road Dispur,
Guwahati 781005, Assam