



# WHISTLEBLOWER MECHANISM

March 2025

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- All Employees and third parties engaged by SAGE Sustainability shall be eligible to make **Protected Disclosures** under this Code. Protected disclosures mean any communication made in good faith that discloses or demonstrates information that may evidence unethical or improper activity and may be about matters concerning SAGE Sustainability or any other affiliated company or entity. Any person making a Protected Disclosure is called a whistleblower. Such reports should be factual rather than speculative and must contain as much specific information as possible to allow for proper assessment of the nature, extent and urgency of preliminary investigative procedures.
- A protected disclosure can be made to the CEO over email by writing to [shashi@sagesustainability.in](mailto:shashi@sagesustainability.in)  
All Protected disclosures or reports received will be kept confidential and will be shared strictly on a 'need to know' basis.
- Whistleblowers have a responsibility to be truthful and candid while making Protected Disclosures and must be prepared to be interviewed by the CEO. Whistleblowers are not to act on their own in conducting any investigation.
- No unfair treatment will be meted out to a whistleblower by his/her having reported a Protected disclosure under this Code. The Company prohibits any kind of discrimination, harassment, victimization or any other unfair employment practice being adopted against whistleblowers. Their identity will be kept confidential to the extent possible and permitted under law. However, their identity may become known for reasons outside the control of the Company.
- Whistleblowers, who make three or more protected disclosures, which have been subsequently found to be mala fide, frivolous, baseless, malicious, or reported otherwise than in good faith, will be disqualified from reporting further protected disclosures under this Code, and necessary disciplinary action will be taken against them.
- All protected disclosures must be shared annually with the Advisory Board of the company. Documentation must be submitted about the protected disclosure made, including but not restricted to the investigation report, corrective action taken, and evidence will be maintained by the Company for a period of eight (8) years.