

TIMES GUARANTY LIMITED

WHISTLE BLOWER POLICY

Introduction

In terms of the provisions of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) (as amended from time to time), this Whistle Blower Policy has been formulated and approved by the Board of Directors of the Company at its meeting held on 29th March, 2017. This policy shall be operational with immediate effect.

Preamble

The Company believes in the conduct of its business affairs in a fair and transparent manner. Any actual or potential violation of any laws/regulations governing the Company is a matter of concern for the Company. In order to enhance its governance standards, the Company has set up a whistle blowing mechanism as laid down in this policy by which Directors and employees can report any violation of laws or unethical conduct of business practices.

Policy

The Directors or employees may use the procedure set out in this policy to report concerns of unethical behaviour, violation of law or regulations, or suspected fraud.

Objectives

The objectives of this policy are to:

- Provide a framework to promote a secure and result-oriented whistle blowing environment whereby instances of wrong doings can be reported and investigated objectively.
- Provide guidance on how to report a complaint.
- Provide information on how the informant will be protected.
- Promote fair, transparent and ethical culture within the Company.

Applicability

This policy will apply to all Directors and employees of the Company.

Scope

The policy covers reporting of events which have, or are suspected to have taken place involving:

- Fraud, suspected fraud or unethical conduct of business practices, including financial irregularities.
- Leakage of confidential / propriety information.
- Manipulation of documents.
- Conflict of interests.
- Misappropriation or misuse of Company assets.

- Bribery & corruption.
- Violation of Company's policies.

Reporting mechanism under the Policy

The procedure governing the reporting mechanism and administration of this policy would be as under:

- All complaints/communication under this policy should be addressed to the Compliance Officer.
- The contact details of the Compliance Officer are as under:

Ms. Muskaan Tinwala
Company Secretary and Compliance Officer
Times Guaranty Limited,
The Times of India Building,
Dr. D. N. Road,
Mumbai – 400001.
Email – corporate.secretarial@timesgroup.com
Phone – 022-22731386

- This policy also provides for direct access to the Chairperson of the Audit Committee at the option of the complainant. The contact details of the Chairperson of the Audit Committee are as follows:

Ms. Mitu Samarnath Jha
Chairperson of the Audit Committee, Times Guaranty Limited
109, Srishti Plaza,
Off Saki Vihar Road,
Chandivalli, Powai,
Mumbai- 400 072.
Email – mitusamar@eminencestrategy.com
Phone – 9820061934

How does the mechanism work?

- The main point of contact will be the Compliance Officer who would be responsible to administer this policy.
- The informant/ Whistle Blower would need to divulge their name and contact details along with the complaint. Anonymous complaints will not be entertained through the process mentioned under this policy. Confidentiality of whistle blower shall be maintained to the greatest extent possible. Every effort will be made to protect the whistle blower's identity, subject to legal constraints.
- After a complaint is reported as per the policy by the informant, it will be recorded by the Compliance Officer and thereafter investigated by the Compliance officer and Chief Executive Officer (CEO).
- Based on a preliminary enquiry, if it appears that the complaint reported has no basis, or it is not a matter to be pursued under this policy, it may be dismissed at that stage and decision documented without recourse to the informant. However, if the complaint is found to have merit, it will be forwarded to the Chairman of the Audit Committee, to advise further action, if warranted in terms of this policy.

- The Chairman of the Audit Committee may decide the further course of action and instruct concerned officers accordingly.
- The decision to conduct an investigation is by itself not an accusation and is to be treated as a neutral fact-finding process. The outcome of the investigation may not support the conclusion of the informant that an inappropriate or unethical act was committed.
- Based on the result of investigation, further action will be taken as per Company's rules giving due regard to the principles of natural justice. Penal actions may include termination of employment of the employee, initiating legal action, etc.
- Upon conclusion of an investigation, the Compliance Officer would convey the outcome of the investigation to the Whistle Blower employee.
- On a quarterly basis, the information with regard to the status of complaints received, investigated and concluded will be shared by the Compliance Officer with the Audit Committee

Confidentiality

- All complaints reported will be kept confidential and will be shared strictly on a 'need-to-know' basis
- The informant, the defendant, the Compliance Officer, CFO, the Chairman of the Audit Committee, the investigator and everyone involved in the process shall:
 - Maintain complete confidentiality on the matter.
 - Discuss only to the extent or with the persons required for the purpose of completing the process and investigations.
 - Not keep the documents/evidences pertaining to the investigation unattended anywhere at any time.
 - Keep electronic mails/files under password protection.
- Whistle blower/informant's identity will be disclosed to the concerned internal and external authorities only in the following circumstances:
 - The person agrees to be identified.
 - Identification is necessary to allow the Company or law enforcement officials to investigate or respond effectively.
 - Identification is required by the law.
 - In cases identified by the Managing Director and the Chairman of the Audit Committee as "frivolous" or "bogus complaint" or "with malafide intent".

Protection of informants

- If a person reports a complaint under this policy, he/she will not be at risk of suffering any form of reprisal or retaliation. Retaliation includes discrimination, reprisal, harassment or vengeance.
- He/she will not be at the risk of losing his/her job or suffer loss in any other manner such as transfer, demotion, refusal of promotion, or the like, including any direct or indirect use of authority to obstruct the informant's right to continue to perform his/her duties/functions.
- The protection is available, provided all the conditions set out below are met:
 - The communication is made in good faith.
 - He/she reasonably believes that the information and any allegations contained in it are substantially true.
 - He/she is not acting for personal gain.
 - He/she is not involved in the complaint reported.

False complaints

- It is to be clearly understood that vide this policy a whistle blowing mechanism is being established and should not be used as a forum for venting individual grievances.
- Making frivolous or bogus complaints through whistle blowing channels is strictly prohibited and not acceptable by the Company.
- A person making complaints which upon investigation is found to be false or made with malafide intentions, will be subject to strict disciplinary actions, including suspension or termination of services.

Disclosure

Appropriate disclosures as required under the Act and the Listing Regulations will be made in the Annual Return, Board's Report and to the Stock Exchanges.

Amendment

The Board of the Company shall review and may, on the recommendation of the Audit Committee, amend this Policy from time to time.