



Inspiring Human Belief
in a Healthier World

Whistleblower Policy

Hetero conducts its business in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity & ethical behavior.

- Hetero has adopted the Code of Ethics & Business Conduct/certified standing orders, which lays down the principles and standards that should govern the actions of the company and its 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.
- Every employee of Hetero shall promptly report to the management, and / or third- party ethics committee, when she / he becomes aware of any actual or possible violation of the code or an event of misconduct, act of misdemeanor or act not in the company's interest. Such reporting shall be made available to suppliers and partners too.
- Any Hetero employee can choose to make a protected disclosure under the whistleblower policy, providing for reporting to the chairperson of the audit committee or the board of directors or specified authority. Such a protected disclosure shall be forwarded, when there is reasonable evidence to conclude that a violation is possible or has taken place, with a covering letter, which shall bear the identity of the whistleblower.
- Hetero shall ensure protection to the whistleblower and any attempts to intimidate him/her would be treated as a violation of the code.
- No disciplinary or discrimination actions will be taken on such whistleblower.
- Hetero shall strive to put efforts for promoting awareness on Whistleblower Policy in the employees and related interested parties.
- Monitor and measure the process against the requirements and take actions to continually improve the system.

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