

WHISTLEBLOWING POLICY

Shifa International Hospitals Limited is committed to conducting business with honesty and integrity with the highest standards of transparency, openness and accountability. In this regard the Company has incorporated a Whistleblowing Policy on September 14, 2012 in order to enable stakeholders to detect, identify and report any event which is inconsistent with the Company policies, unlawful activity, mismanagement, misuse of authority etc. The main purpose of the policy is to encourage individuals by providing avenues to feel confident in raising concerns, provide reassurance that individuals will be protected from possible reprisals or victimization and to provide staff with guidance as to how to raise those concerns.

In this connection a Remedial Committee has been constituted who will be dealing with all issues and investigation regarding any concern raised under this policy. This Committee is comprised of Administrator Allied Services, General Manager CBD and Administrator HR & D and can be reached at rc@shifa.com.pk

The policy also prescribes a mechanism for the protection of the Whistleblowers and procedure for reporting a complaint. The policy provides that if any complaint is filed against the member of a Remedial Committee then such complaint shall be forwarded to the Chairman of the Audit Committee. The anonymous complaints will also be accepted but the decision to take them up with the Remedial Committee will depend upon their nature and seriousness.

The disclosure should, however, contain as much detail as possible of the grounds for concern. The complaints should contain factual information and be not based on guessing or speculation and should be accompanied by cogent evidences, name of individual, significant details, location or events and name(s) of the witnesses, if any.

The Remedial Committee or the Audit Committee as the case may be shall act prudently, bonafidely and in good faith to decide whether the complaint should be pursued or investigated based upon the contents of the complaint and/or accompanying evidences.