

## WHISTLEBLOWING AND INTERNAL REPORTING SYSTEM POLICY

### Our Commitment

At **DLF International Movers**, we promote a culture based on ethics, transparency, accountability and compliance. We provide employees, suppliers, partners, clients and other stakeholders with appropriate mechanisms to report, in good faith, potential misconduct, non-compliance or situations that may conflict with our principles and corporate values.

#### 1. Principles of the System

Our reporting system is based on the following principles:

- Confidentiality.
- Objectivity.
- Protection of reporting persons.
- Diligent handling of communications.
- Respect for the rights of all parties involved.
- Protection of personal data.
- Freedom from retaliation for those acting in good faith.

#### 2. What Can Be Reported?

The reporting channels may be used to communicate concerns relating to:

- Conduct contrary to the Code of Ethics.
- Bribery or corruption.
- Conflicts of interest.
- Anti-competitive practices.
- Discrimination or harassment.
- Fraud or financial irregularities.
- Regulatory non-compliance.
- Privacy or information security breaches.
- Occupational health and safety concerns.
- Any other conduct contrary to the organisation's values and policies.

#### 3. Who Can Use the Reporting Channels?

The reporting channels may be used by employees, candidates, suppliers, agents, partners, clients and any other stakeholder who becomes aware of potential irregularities related to DLF's activities.

#### 4. Confidentiality and Protection



All communications will be handled with the highest level of confidentiality. Information will only be accessible to authorised individuals and managed in accordance with applicable privacy and data protection requirements.

**5. Protection Against Retaliation**

DLF does not tolerate retaliation against individuals who, in good faith, raise concerns or report potential misconduct. Protecting reporting persons is a fundamental element of our compliance culture.

**6. Investigation and Resolution**

Reports received will be assessed and, where appropriate, investigated in an objective, impartial and proportionate manner. Corrective, preventive or improvement measures may be implemented when necessary to strengthen our compliance and control systems.

**7. Awareness and Communication**

We promote awareness and responsible use of reporting channels as a key tool for strengthening ethics, transparency and corporate integrity.

**8. Our Objective**

To maintain a trusted environment in which individuals can raise concerns safely, contributing to a more ethical, responsible and transparent organisation.

