



Foods & Inns

WHISTLE BLOWING POLICY

INTRODUCTION

FOODS AND INNS LTD. (FROZEN DIVISION) board of directors and employees are expecting to carry out their duties as required and conduct themselves in a professional manner at all times and in ways that bring credit to themselves and the company. We are required to observe high standard of business with the culture of food safety, product quality, legality and authenticity in fulfillment of our responsibilities within all applicable food safety standards, laws and regulations.

Being a food manufacture and public listed organization, we are responsible to assure that this is being practiced within organization.

This policy addresses the commitment of the organization for food safety and quality where employees can act appropriately, without fear of retaliation. To maintain this standard, the organization encourages their employees who have concern about suspects related to food safety, product quality, integrity, legality and food fraud that may cause adverse impact on consumer and repute of organization.

Organization internal control and operating procedures are intended to detect and to prevent or deter improper activities. However, even the best systems of controls cannot provide absolute safeguards against irregularities hence employees are encouraged to use guidance provided by this policy for reporting all suspects related to food safety, quality, legality and integrity.

PURPOSE OF WHISTLE BLOWING POLICY

The Policy aims to:

1. Enable management to be informed at any early stage about act which is adversely affecting the product safety and quality.
2. Help to develop a culture of openness, accountability for food safety and quality, legality and Integrity.
3. Provide a system or channel for employees to raise those concern and get feedback on any action taken as a result.

CHENNEL AND STRUCTURE OF WHISTLE BLOWING

Information about known or suspected violations by any employee should be reported promptly to the following designated reporting officer.

An email can be sent on below mentioned address:-

foodsafetycommunications@foodsandinns.com

Central Laboratory
Foods and Inns Ltd.

PROTECTION FOR WHISTLE BLOWER

The Company assure that the whistleblower's identity should be maintained confidentially.

REPORTING AND INVESTIGATION PROCEDURE

Whistleblower(s) has/have to ensure the authenticity of raised concern as that must be true and correct and should not be intentional to affect the employee(s) and organization ethics adversely.

The officer will communicate to top management as and when required and top management reserved the rights to assessing any concerns raised. Records of the assessment and, where appropriate, actions taken, shall be documented.

The officer will discuss on concerns with top management to analyze the seriousness and to take appropriate actions accordingly.

This policy is communicated throughout the division, understood by all concerned and reviewed periodically for its suitability.



Moloy Saha
(Chief Executive Officer)