

786 Investments Limited

Whistleblower Policy

1. Purpose

The purpose of this Whistleblower Policy is to encourage and facilitate the reporting of misconduct or unethical behavior within **786 Investments Limited** while ensuring that individuals who report such concerns are protected from retaliation.

2. Scope

This policy applies to all employees, contractors, and third-party vendors of **786 Investments Limited**.

It covers the reporting of:

- Fraud or financial misconduct
- Violation of laws or regulations
- Unsafe working conditions
- Harassment or discrimination
- Any other unethical or illegal behavior

3. Reporting Mechanisms

Employees can report concerns through the following Contact:

- **Designated Person Name:** Muhammad Abbas Rizvi
- **Email:** mabbas@786investments.com

All reports should be made as soon as possible, providing as much detail as possible to assist in the investigation.

4. Confidentiality

All reports will be treated confidentially to the extent possible. Information will be disclosed only on a need-to-know basis, consistent with the requirements of the investigation and applicable laws.

5. Protection Against Retaliation

786 Investments Limited strictly prohibits retaliation against anyone who, in good faith, reports a concern or cooperates in an investigation.

Retaliation includes, but is not limited to, adverse employment actions such as termination, demotion, harassment, or any form of discrimination.

6. Investigation Process

Upon receipt of a report, the following steps will be taken:

- 1. Acknowledgment:** The designated officer will acknowledge receipt of the report within **5 business days**.
- 2. Investigation:** An investigation will be conducted by the **inquiry committee**, ensuring that it is thorough and impartial.
- 3. Timeline:** The investigation will be completed within **30 days**, with updates provided to the whistleblower as appropriate.
- 4. Outcome:** The findings of the investigation will be documented, and corrective actions will be taken if necessary.

7. Follow-Up

Whistleblowers may receive feedback regarding the outcome of their report, subject to confidentiality constraints.

786 Investments Limited encourages employees to reach out if they have questions or concerns during the process.

8. Training and Awareness

All employees will receive training on this policy during onboarding and through periodic refresher sessions.

Management is responsible for promoting a culture of transparency and ethical behavior.

9. Policy Review

This policy will be reviewed annually or as needed to ensure its effectiveness and compliance with applicable laws.

10. Questions

For questions regarding this policy, please contact the **Designated Contact Person** through the reporting contacts designated by **786 Investments Limited**.

Contact Number: +92 300 2957152

Email: mabbas@786investments.com

Conclusion

786 Investments Limited values integrity and transparency. We encourage all employees to speak up and report any concerns. Together, we can maintain a safe and ethical workplace.

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