

Disclosure On Whistleblower Complaints in 2019 - 2020

Vakrangee has a detailed Whistleblower policy and mechanism in place. Further we have an independent Hotline channel in place for anonymous reporting of any issues.

https://vakrangee.in/pdf/Policies-PDF/Whistle%20Blower%20Policy_Final.pdf

No of Complaints received FY19-20

2

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Sr. No.	Source of Complaint	Case Details	Conclusion & Action Taken
1	Anonymous Mail to Chief Ethics Officer	<ul style="list-style-type: none"> a) Vakrangee employee of Madhya Pradesh working for some other similar organization where as taking salary from Vakrangee Limited. b) Employee taking money from people to set up kiosk centers similar to Vakrangee Kendras by showing our centers. c) Discreet investigation carried out and Telephonic and video evidence collected during the investigation. 	<p>Mr. Neelendra Pratap Singh designated as Divisional Manager of Madhya Pradesh (Gwalior Division) with Vakrangee Limited was found to be working for another company called "USE LOCATOR ADVERISING PRIVATE LIMITED"</p> <p>Action Taken – Recovery of funds & Termination of Service</p>
2	Employee Complaint	<ul style="list-style-type: none"> a) Unethical Behavior and Bribery b) Abusive Language used by Mr. Nitesh Prasad (Employee) against other Employees at Ranchi Office. c) Mr. Nitesh Prasad, Vakrangee employee along with his brother Mr. Abhishek Prasad started their own company during his active employment tenure . 	<p>Factual Evidence found - The address mentioned on their own new company website was the same address of Vakrangee Ltd - Ranchi Office.</p> <p>Action Taken –Termination of Service</p>