

WHISTLEBLOWER POLICY

The Company has no formal 'whistleblower policy'. However, the Company has a mechanism by which anyone can give feedback to top management at any time *via* the "Letter to the Chairman", through drop boxes strategically situated within the Network premises.

The performance appraisal form also has the 'Remarks' portion that allows subordinates to give feedback/comments to superiors.

Moreover, the Company has an existing Memo (042-2008) issued by the Chairman & CEO in July 2008, prescribing a "no retaliation" policy for employees who complain of violations of rules by co-employees or officers.