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ANNEXURE 3: Whistle-Blower Policy

SAATHII intends to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this policy is to support the organization's goal of legal compliance, as well as compliance with its internal policies. The support of all employees is necessary to achieving compliance with various laws and regulations including its own policies.

Reporting: If any employee reasonably believes that some policy, practice, or activity of SAATHII is in violation of law, a written complaint may be filed by that employee at grievance@saathii.org which will be handled by MC members on a rotational basis. During the current period, Dr. L. Ramakrishnan LRamakrishnan@saathii.org (Vice President) is the point person who will be receiving the grievances. If the said violation is caused by a Member of the Management Committee or any staff, the written complaint may be filed with the Board of Trustees, at bot@saathii.org.

Information to be provided: The whistle-blower is to provide their name, contact phone and email, office and project associated with. SAATHII will treat all complaints in a confidential and sensitive manner. In specific cases where the criticality and necessity of disclosing the identity of the whistleblower is important, it may be disclosed, on a 'need-to-know-basis', during the investigation process and only with the prior approval of the whistle-blower.

Anonymity: A whistleblower may choose to keep their identity anonymous. In such cases, the complaint should be accompanied with strong evidence and data.

An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of SAATHII and provides SAATHII with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

SAATHII will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of SAATHII, or of another individual or entity with whom SAATHII has a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy, or SAATHII policy concerning conflict of interest, corruption or other unethical practice.

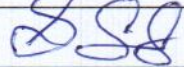
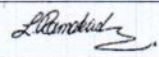
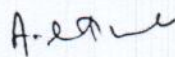

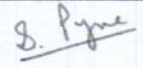
SAATHII will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of SAATHII that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection

of the environment, or SAATHII policy concerning conflict of interest, corruption or other unethical practice.

For Partner Organizations: SAATHII's whistle-blower policy extends to employees of organizations that are partners or sub-grantees of SAATHII. SAATHII will not retaliate against such a partner staff member who, in good faith, has made a protest or raised a complaint against some practice of SAATHII, or of another individual or entity with whom SAATHII has a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

SAATHII will not retaliate against a partner staff who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of SAATHII that they reasonably believe is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate, public policy concerning the health, safety, welfare, or protection of the environment, or SAATHII policy concerning conflict of interest, corruption or other unethical practice.

Approved By:

Dr. Sai Subhasree Raghavan (President and Managing Trustee)	
Dr. L. Ramakrishnan (Vice President)	
Dr. A. Sathish Kumar (Country Director)	
Mr. Manish Soosai Mudaliar (Director of Operations)	
Mr. Santanu Pyne (Finance Director)	
Mr. Anupam Hazra (Associate Director, Programmes)	