

Doc No. SKK/ HSEQ/ Whistle Blower Policy/2026

WHISTLE BLOWER POLICY

SKK Infra Solutions Pvt. Ltd., a leading organization in exploration, mining and infrastructure projects, is committed to maintaining the highest standards of integrity, transparency and ethical conduct across all its operations. This policy aims to provide a safe, confidential and reliable mechanism for reporting unethical behaviour, misconduct, or violation of laws and company policies within the scope of our contracted work including project planning, execution and closure. It applies to all employees, contractors, suppliers, business partners and stakeholders associated with our operations and shall operate in alignment with ethical and compliance requirements of client organizations at respective project sites.

Our Commitments

- Promote a culture of openness, honesty and accountability across all operations.
- Ensure that employees are free to report concerns without fear of retaliation regarding any violation of the Code of Conduct, including fraud, breaches of accounting principles and internal controls, or any act adversely affecting the Company's interests, business, or reputation, through designated channels such as:

Email ID: whistleblower@skkhetangroup.com

Mobile No.: +91 9116650894

- Ensure that all reports are treated with strict confidentiality, and anonymous reporting is permitted where legally allowed.
- Protect whistle-blowers from any form of retaliation including dismissal, demotion, harassment or discrimination for raising genuine concerns.
- Encourage reporting of concerns related to fraud, corruption, unethical conduct, safety violations, legal non-compliance or breach of company policies.
- Ensure all complaints are fairly, objectively and promptly investigated through defined procedures.
- Ensure that all reports are made in good faith, based on honest belief and reasonable information.
- Assign responsibility to Company Secretary or as designated by top management for handling, investigating and closing each case impartially.
- Ensure appropriate corrective and disciplinary actions are taken based on investigation findings.
- Maintain proper documentation of all cases and outcomes, and periodically review them by senior management for transparency and continual improvement.
- Create awareness among employees and stakeholders regarding reporting mechanisms and ethical responsibilities.

Top Management is committed to effective implementation of this policy across all sites. All employees and business partners are responsible for compliance within their respective roles. This policy shall be communicated, understood and reviewed periodically for continual improvement. This Policy is applicable to the Company and all its subsidiaries, associate companies, and affiliates. This Policy is applicable to the Company and all its subsidiaries, associate companies and affiliates.

Date - 01.05.2026



(Shashi Kant Khetan)

Chairman

DIN - 01945384

Registered Office - 43-44, I Block, Sector 14, Udaipur, Rajasthan, India, PIN-313001

Email Id - sk_khetan1995@yahoo.com Contact No. - +91-8003394508 Telefax - +91-294-2640999

Website - www.skkhetangroup.com