## **PROCESS FLOW**

INITIAL ENQUIRY BY OMBUDSPERSON -> An Initial enquiry will be conducted; > Shall either reject or forward the case to Stage 2 based on its merits; Stage 1 May engage Expert agency, if required. \* INVESTIGATION BY CASE MANAGERS-> Investigation will be conducted, which shall include collating of Stage 2 evidences, questioning of Whistle Blower and the victim; > Based on the investigation, a report shall be prepared indicating the facts and findings and shall be forwarded to Stage 3. **^ FINAL DECISION BY INVESTIGATING** COMMITTEE-

Stage 3

it think fit.

Considering all facts, findings and evidences, it shall discuss with the Ombudsperson and take Disciplinary Action and/or preventive measures, as

<sup>\*</sup>Investigation timeline – 60 days. Further, an extension may be granted on the discretion of Ombudsperson depending on the complexity of the case.

<sup>^</sup>Direct appeal can be made to the Chairperson of the Audit Committee via e-mail to auditcommittee@bharatforge.com