

Mechanism and Procedure for Raising Concerns on Ethics and Compliances

Genetix Biotech Asia Pvt Ltd whistleblowing/hotline policy/mechanism for raising concerns on ethics and compliance, are encouraged to report any concerns they have about ethics or compliance to the Supervisor, head of Department, and to the management.

Genetix Biotech Asia Pvt Ltd has a grievance procedure in place. Employees can raise any concerns they have with their supervisor. If the concern is not resolved at the supervisor level, it can be escalated to the next level of management. The grievance procedure is designed to ensure that all concerns are addressed in a fair and timely manner.

Genetix Biotech Asia Pvt Ltd is committed to a culture of ethics and compliance. The company's whistleblowing policy, grievance procedure, and flat organizational hierarchy are all important parts of this commitment. Genetix encourages employees to report any concerns they have about ethics or compliance so that the company can take appropriate action.

Here are some additional details about Genetix's whistleblowing policy and grievance procedure:

- Grievance procedure:
 - Employees can raise any concerns they have with their supervisor.
 - If the concern is not resolved at the supervisor level, it can be escalated to the next level of management.
 - The grievance procedure is confidential.
 - The grievance procedure is designed to ensure that all concerns are addressed in a fair and timely manner.

Genetix Biotech Asia Pvt Ltd is committed to providing a safe and respectful workplace for all employees. The company's whistleblowing policy, grievance procedure, and flat organizational hierarchy are all designed to help ensure that employees feel comfortable raising concerns about ethics or compliance.