



WHISTLEBLOWER

MECHANISM



THE CHALLENGE



- India's manufacturing sector drives growth – but faces high fraud exposure in procurement, assets, and operations.
- Fraud erodes profits, trust, and governance integrity.
- A well-designed Whistleblower Program provides a safe, confidential channel for employees, vendors, and partners to report misconduct without fear of retaliation.



WHY IT MATTERS



- Aligns with Companies Act & SEBI (LODR) governance norms
- Detects fraud, bribery, and control gaps early
- Builds stakeholder and investor confidence
- Promotes ethics, transparency, and accountability
- Protects against financial and reputational damage

Indian firms cite procurement fraud as their top risk

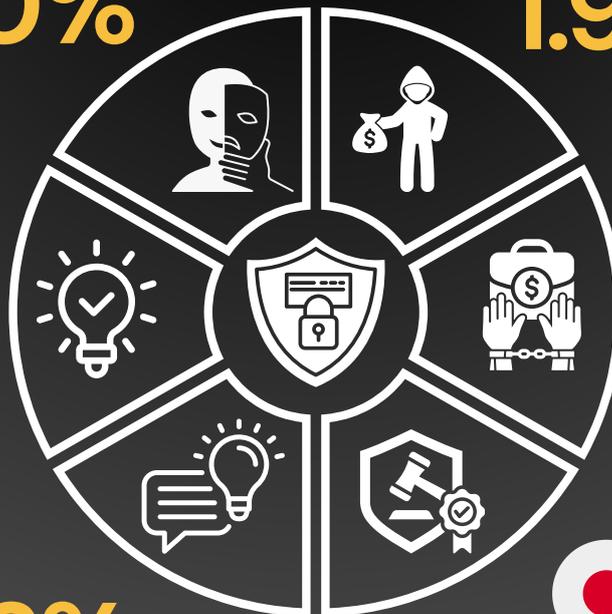
50%

1.9%

Revenue lost annually to fraud

52%

Tips come from employees



90%

Frauds involve asset misappropriation (avg loss USD 120K)

Tips come from vendors/ customers

32%



Global regulators (Japan, UAE, EU) now rigorously encouraging whistleblower systems

GIVE EMPLOYEES A VOICE. PROTECT YOUR BUSINESS.



HOW ASC DESIGNS WHISTLEBLOWER PROGRAMS

- Confidential Channels – hotlines, secure portals, dedicated emails
- Case Management Workflow – structured intake, triage, investigation, reporting
- Policy & Framework Design – compliant with Indian and global standards
- Confidentiality & Non-Retaliation – protection for every reporter
- Training & Awareness – empower employees to act ethically
- Data Privacy & Security – robust, end-to-end information protection

KEY DELIVERABLES

- Whistleblower Policy & Procedures Manual
- Complaint Handling & Governance Matrix
- Secure Reporting Mechanism Implementation
- Periodic Board/ Audit Committee Reports



SUCCESS STORY

BEFORE

Low employee trust
Undetected fraud
Regulatory exposure
Weak ethics culture
Limited board visibility

AFTER (WITH ASC)

Safe, confidential reporting
Early detection & prevention
Full compliance achieved
Strong accountability culture
Periodic board-level insights

ASC Group

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SAFEGUARD YOUR BUSINESS INTEGRITY.

PARTNER WITH ASC TO EMPOWER PEOPLE, PREVENT FRAUD, AND PROTECT REPUTATION.