



TATA CONSUMER PRODUCTS LIMITED
(Formerly Tata Global Beverages Limited)

Whistle Blower Policy

Version	2.0
Prepared by	Group Compliance, Secretarial & Legal, and Human Resource
Approved by	Audit Committee & the Board of Directors at their respective meetings held on March 19 & 27, 2019
Effective Date	April 1, 2019

1. Purpose of This Policy

Tata Consumer Products Limited brand equity and reputation have been built on a heritage of ethical conduct and trust. Tata Consumer Products Limited is expected to lead rather than follow, and therefore, we set high standards of ethical conduct that others will seek to emulate. Our collective adherence to the law, the Tata Code of Conduct (“TCoC”), this Whistleblower Policy (the “Policy”), and all other Tata Consumer Products Limited policies represents our promise to ourselves and to the many stakeholders of Tata Consumer Products Limited that we will act ethically. Each Tata Consumer Products Limited employee is responsible for ensuring that his or her behavior and actions, both individual and collective, stay aligned with these values.

Tata Consumer Products Limited is committed to actively preventing violations of law, the TCoC, and any Tata Consumer Products Limited policies (collectively, “violation” or “violations”). Any actual or suspected violation, even if insignificant, is a matter of serious concern for the Company and the role of employees in reporting such violations cannot be undermined. Therefore, Tata Consumer Products Limited is equally committed to protecting employees from retaliation and providing a clear reporting method that allows employees to come forward with information regarding potential violations. Tata Consumer Products Limited Policy builds on values and principles in the TCoC, particularly Core Principle 10, which holds that: **We shall provide avenues for our stakeholders to raise concerns or queries in good faith, or report instances of actual or perceived violations of our Code.** This Policy also supplements Tata Consumer Products Limited commitment, outlined in Section J of the TCoC, to encourage **“employees, customers, suppliers, and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of our Code, policies or law.”**

2. Scope

This Policy applies to Tata Consumer Products Limited, all its subsidiaries and controlled affiliates, and all their directors, officers, and employees (including temporary staff and consultants) and employees serving as directors (or equivalent) or non-controlled affiliates (“Employees”). All Employees of Tata Consumer Products Limited are eligible for protection under this Policy

3. Reporting a Violation

Reports of actual or suspected violations may be made to an employee’s immediate line manager, the Human Resources or Legal departments, the Ethics and Compliance Helpline, the relevant Ethics Officer and/or the Head of Anti Bribery & Corruption (“ABC”) Compliance. Reports of actual or suspected violations that concern **financial and accounting matters** may also be addressed to the Chairman of the Tata Consumer Products Limited Audit Committee.

All employees of the Company are eligible to report any instance of leak of Unpublished Price Sensitive Information.

Explanation: “Unpublished Price Sensitive Information” is as defined under Regulation 2(1)(n) of Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and the Tata Code of Conduct for Prevention of Insider Trading and Code of Corporate Disclosure Practices.

The Ethics and Compliance Helpline

Phone

- India: 1800 3000 0053
- Other countries: +2712 543 5809

Email: tataconsumer@ethicshelpline.in

Web portal: [www.in.kpmg.com/ethicshelpline/
tataconsumer/](http://www.in.kpmg.com/ethicshelpline/tataconsumer/)

Fax

- India: Dial 1800 3000 0053 and
select option 2 on IVR
- Other countries: +2712 543 1547

Post Box

P. O. Box No 71,
DLF Phase 1,
Qutub Enclave, Gurgaon – 122002
Haryana, India

Ethics Officer

The Chief Ethics Counselor may be reached at: ethics.counsellor@tataconsumer.com; or employees may seek local contact information for their Ethics Officer through their Human Resources Department.

Chairman of Audit Committee

Mr.S.Santhanakrishnan
Chairman, Audit Committee
Flat no 24, Unnamalai Ammal Street,
T. Nagar, Chennai - 600 017

Reports of violations should contain as much specific information as possible to allow for proper assessment of the nature and extent of the violation and the need for further investigation. Employees who report a violation should not act on their own in conducting any investigative activities, nor do they have the right to participate in any investigative activities, unless requested to do so. However, Tata Consumer Products Limited expects employees to fully cooperate in investigations if their participation is requested.

4. Confidentiality

Reports may be made anonymously, where local laws allow. However, you are encouraged to identify yourself when making a report, so that additional information can be obtained if needed. Whenever possible and permitted by law, your identity will be kept strictly confidential. Further, Tata Consumer Products Limited will keep reports confidential to the extent consistent with its ability to conduct a full and fair investigation and to comply with its legal obligations

5. Investigations

Tata Consumer Products Limited will assign an experienced professional to investigate any known or suspected violations in accordance with Tata Consumer Products Limited Investigations Protocol. Our experts will investigate each violation completely and professionally, and any appropriate corrective action will be taken with management oversight

6. Protection against Retaliation for Reporting Suspected Violations or Cooperating with Investigations

Tata Consumer Products Limited does not tolerate retaliation against any individual who reports a violation or a suspected violation in good faith, or against any individual who cooperates in an investigation concerning a reported violation. Employees are prohibited from intimidating, harassing, or taking or threatening any retaliatory action (e.g., termination/suspension, transfer, demotion, refusal of promotion, etc.) against any person who reports a violation or cooperates in an investigation. Individuals who believe that they are the target of retaliation should report the suspected retaliation to the Human

Resources or Legal departments, the Ethics and Compliance Helpline, the relevant Ethics Officer and/or the Head of ABC Compliance.

Tata Consumer Products Limited will take steps to minimize any difficulties that a person who reports a violation may experience as a result of reporting the violation. For example, if a person who reports a violation is required to give evidence in disciplinary or criminal proceedings, will arrange for that individual to receive advice about the procedure.

Abuse of the protections afforded by this policy will warrant appropriate disciplinary action.

7. Revisions to the Policy

The Ethics Officer will monitor the effectiveness and review the implementation of this Policy, and consider its suitability, adequacy, and effectiveness. Tata Consumer Products Limited reserves the right to vary and/or amend the terms of this Policy from time to time.

8. Questions

Questions about how to comply with applicable laws, the TCoC, this Policy, or any Tata Consumer Products Limited Policy should be directed to Tata Consumer Products Limited Ethics Officer.