



**askaribank**

**WHISTLE BLOWING POLICY**

Version: 1.2

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**1. INTRODUCTION, SCOPE AND OBJECTIVES****1.1 Introduction/Overview**

Corporate Governance has been one of the core pillars of running a business. Financial Industry has transformed all over the world but Pakistan has not lagged behind in bringing transparency, good corporate governance and regulatory controls in Financial Services Industry. Banks, Non Banking Financial Institutions (NBFIs) and Development Financial Institutions (DFIs) are very highly regulated in Pakistan through two tier and dual regulatory control of State Bank of Pakistan (SBP) and Securities & Exchange Commission of Pakistan (SECP). More importantly, Financial Industry in general and Banks in particular have volunteered to bring the highest standards of Corporate Governance in their business policies to protect the interest of depositors, shareholders, employees and all other stake holders. SBP instructions on Whistle Blowing are quoted as follows:

**QUOTE**“A Whistle Blowing Unit may be formed under supervision of Audit Committee of the Board for receiving, handling and monitoring allegations and concerns raised by the whistle blower. The whistle blowing program should contain, at minimum, the following:

- Scope of the Program.
- Independence of the Whistle Blowing unit.
- Procedures for lodging complaints.
- Communication Channels for lodging complaints.
- Complaint handling procedures.
- Confidentiality.
- Protection & reward for complainants.
- Disciplinary actions against deliberate false complaints.
- Reporting requirements.
- Review & Update of policy.” **UNQUOTE**

Askari Bank’s WhistleBlowing Policy describes the standards of conduct required of the Bank’s employees, officers and management in the operations of the bank and in representation of the bank that impact the Bank, shareholders, our customers, our colleagues as well as the communities that we serve. The policy also envisions to describe

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