

	Company Name: شركة الديار المتحدة Diyar United Company	Document No: WBP-01-01			
		Issue No. 1	Revision No. 1	Review No. 2	Department: Management
Title: Whistleblower Policy		Issue Date 22.12.2021	Revision Date 20.09.2023	Review Date 28.03.2024	Page 1 of 1

Whistleblower

Diyar is committed to maintaining the highest levels of integrity and honesty amongst its workforce and takes very seriously any form of malpractice that is identified in the name of the organization. As an organization, our values are to be fair and transparent across all business channels and our Whistleblower Policy is designed to further strengthen our culture of ethics and reliability.

The Company has developed a whistleblowing policy that specifies guideline for reporting any suspicious or violating conduct committed, so that the necessary remedial action may be taken in a timely manner.

We encourage our employees and business partners to report any serious concerns – that show any malpractices, unethical conduct, fraudulent or illegal practices through our dedicated whistleblower E-mail. (whistleblowing@diyarme.com)

We assure that all the reports will be thoroughly reviewed by Diyar's Human Resources Team, and the identity of the reporter will be kept confidential, unless express permission is given.

TO REPORT ANY SUSPICIOUS BEHAVIOUR OR ACTIVITY (ILLEGAL, UNACCEPTABLE OR UNDESIRABLE), PLEASE COMPLETE THE FORM ATTACHED AND SEND IT WITH THE SUPPORTING DOCUMENTS BY ONE OF THE FOLLOWING WAYS:

- By hand to Head office | BT Tower, Khaled Bin Waleed Street- Sharq, Kuwait. P.O.Box 3985- Safat 13040
- By email: whistleblowing@diyarme.com



Prepared by	Name : Mariam Hyder Ali	Reviewed by	Name : Seema Sawhney	Approved by	Name : Dr. Mohammed Marouf
	Job Title : Sr. Manager (HR)		Job Title: Executive Director - HR		Job Title : President