

Whistleblowing Policy

Ever Stone Building Contracting LLC

1. Purpose

Ever Stone Building Contracting LLC is dedicated to fostering an ethical, transparent, and accountable work environment. This Whistleblowing Policy provides a clear and secure process for employees, contractors, and other stakeholders to report any concerns about unlawful, unethical, or inappropriate conduct without fear of retaliation.

2. Scope

This policy applies to all employees, subcontractors, suppliers, consultants, and other individuals engaged with Ever Stone Building Contracting LLC.

3. Types of Concerns Covered

Concerns that should be reported under this policy include, but are not limited to:

- Fraud, corruption, bribery, or financial impropriety
- Health, safety, or environmental violations
- Discrimination, harassment, bullying, or any abusive behavior
- Violations of company policies, codes of conduct, or laws
- Abuse of authority or breach of fiduciary duties
- Any other activity that may harm the company, its employees, clients, or the public

4. Reporting Mechanism

Anyone with a genuine concern is encouraged to report it promptly through one or more of the following channels:

- Directly to their immediate supervisor or line manager
- Human Resources Department, ensuring confidentiality
- The designated Whistleblowing Officer or Ethics Committee
- A confidential whistleblowing hotline or dedicated email (if available)

All reports should provide sufficient detail to enable a thorough investigation, including relevant dates, individuals involved, and any supporting evidence.



5. Confidentiality and Anonymity

Ever Stone commits to maintaining strict confidentiality throughout the whistleblowing process. The identity of the whistleblower will be protected and disclosed only with their explicit consent or if legally required. Anonymous reports are accepted; however, providing contact details is encouraged to facilitate investigation.

6. Protection Against Retaliation

The company enforces a zero-tolerance approach to retaliation. No individual who reports a concern in good faith or participates in an investigation shall face dismissal, demotion, harassment, or any adverse treatment. Any retaliatory behavior will result in disciplinary action, including possible termination.

7. Investigation Process

All reported concerns will be promptly and thoroughly investigated by appointed personnel or an independent committee. The process will be impartial, fair, and documented. Whistleblowers will be updated on the progress and outcomes as appropriate, respecting confidentiality constraints.

8. False Allegations

While the company encourages the reporting of genuine concerns, deliberate false or malicious reporting is prohibited and may lead to disciplinary action.

9. Training and Awareness

Ever Stone ensures all employees and relevant parties are informed of this policy through induction and ongoing training. Awareness initiatives help promote an ethical culture and encourage responsible reporting.

10. Policy Review

This policy will be reviewed regularly to ensure its effectiveness and compliance with applicable laws and best practices.

By adhering to this Whistleblowing Policy, Ever Stone Building Contracting LLC reinforces its commitment to ethical conduct, accountability, and a safe reporting environment for all stakeholders.