

# from the ESG DESK



Dear Colleagues,

To ensure robust functioning of policies and for implementing a fair and equitable workplace, we follow the process of **FIRE**

**F**ormulate Policies

**I**mplement the same

**R**edressal of violations of policies

**E**nsure reporting of the actions

SPEAKUP, raise your concerns securely & confidentially, send a mail to the designated email id [SPEAKUP@tanla.com](mailto:SPEAKUP@tanla.com), if you come across instances of:

- Bribery or corruption
- Discrimination, threat, or harassment
- Theft, fraud, or funds misappropriation
- Conflict of interest
- Violation of any policy eg. D&I Policy, Code of Conduct, Code of Ethics
- Violation of any law of the land
- Safety, health, or environmental hazard

Together let's live by FIRE!

Regards,  
**ESG Desk**

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