

“ WHISTLE BLOWING POLICY OF OPF ”

The salient features of the “Whistle Blowing Policy of OPF” are mentioned hereunder:-

- 1.1 Overseas Pakistanis Foundation (OPF) is committed to conduct its business and working with all stakeholders, including employees, suppliers, customers, contractors, consultants and overseas Pakistanis in a manner that is lawful and ethically responsible and in a way that reflects the OPF's values. OPF does not tolerate any unlawful and unethical activity and vows to take appropriate action to ensure compliance with applicable laws, OPF's policies, procedures and ethical values to safeguard the interest of all stakeholders.
 - 1.2 The “Whistle Blowing Policy” formalized the OPF's commitment to enabling its employees, stakeholders and business associates to make fair and prompt disclosure of circumstances where it is genuinely believed that the OPF's business is being carried out in an inappropriate manner or in violation of applicable laws, or the OPF's policies, procedures and ethical values.
2. The policy is designed to:
- 2.1 support OPF's values in line with its commitment to the highest possible standards of ethical, moral and legal business conduct and its strong pledge to open and candid communication.
 - 2.2 ensure that all stakeholders can raise concerns without fear of retribution and with full confidence that their identities will not be revealed.
 - 2.3 provide a swift and confidential process for rectifying malfeasance wherever and whenever it occurs in OPF.
 - 2.4 the management of OPF in general and the Board in principle has overall responsibility for this policy, ensuring that the highest level of governance is involved in dealing with any matter that is raised under this policy. The Board of Governors of OPF also commits to support in managing the policy, as far as practicable, for the best interest of its varying stakeholders. The day-to-day responsibility for overseeing and implementation of the policy rests with the management of OPF.
 - 2.5 complainants (if any) may be reported to the Chairman, Audit Committee of the BOG, in a sealed envelope stating “Confidential – Whistle Blowing Complaint” at its right top corner or through an email at address whistleblowingcomplaint@opf.org.pk for appropriate action.
