

Anti-bribery and Anti-Corruption Policy

CARD or any of its employees shall not involve in any kind of bribery or corruption. If any such incidence comes to the fore, the same shall be strictly dealt with under the prevailing laws like Prevention of Corruption Act and action for prosecution shall be immediately initiated.

Grievance Redressal Mechanism and Whistle Blower policy

Should any person from the staff feels aggrieved regarding service conditions, personal harassment or has any grudge, he shall directly approach the ED in writing. The ED, looking to the gravity of the case, may intervene and take a Suo-moto decision in line of the rules and regulations and if ED so feels, may appoint a suitable committee of at least three persons to deal with the grievance.

The committee so formed from time to time, may consider all aspects of the case and have personal contacts with the aggrieved, accused and all other persons connected with the grievance and suitably draw inferences whether the accused is really responsible for any misdeeds or violated any rule or Law or not and report directly to the ED. The whistle blower in such cases shall not be held responsible for insubordination, only if the culprits are found guilty of their acts. The whistle blower, if found making any false allegation, can be suitably punished.