

**POLICY ON RESPONSIBLE ADVOCACY**

**OF**

**THANGAMAYIL JEWELLERY LIMITED**

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## Introduction:

Advocacy refers to influence decision making and bring about positive change that aligns with the organization's mission and values. Advocacy can also help increase the visibility and credibility of the organization, engage with various authorities such as Government agencies, non-governmental organisations, other relevant authorities, is guided by the values of commitment, integrity, transparency, and the need to balance interests of diverse stakeholders.

Thangamayil Jewellery Limited believes that it is necessary to represent and engage with authorities on matters concerning the sectors in which it operates.

## Purpose:

- To ensure that the advocacy efforts align with the company's values, mission, and goals.
- Outlining ethical & Legal guidelines for employee's advocacy, such as avoiding conflicts of interest and representing the company's values.
- Outlining mechanisms for monitoring and evaluating the effectiveness of advocacy activities and ensuring compliance with the policy.

This policy is effectively communicated to all the employees in a relevant and comprehensive manner.

## Our Guiding Principles:

The Policy on Responsible Advocacy specifies the following critical and necessary **guidelines** to be followed by all employees:

- Thangamayil Jewellery Limited has proper systems and process in place to ensure compliance with the policy including, implement grievance redressal mechanisms to support the investigation of any instance of non-compliance with this policy.
- Implement suitable corrective measures for any confirmed violations of this policy.
- Divisional Chief's/Operational heads will ensure implementation of this Policy.
- The company's legal departments are responsible for monitoring and evaluating the effectiveness of advocacy activities and ensuring compliance with this policy.

The policy shall undergo regular evaluations for its relevance and appropriateness and be revised as required.

*This policy shall be approved by Risk Management Committee on \_\_\_\_\_*