



POLICY ON RESPONSIBLE ADVOCACY

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VINDHYA TELELINKS LIMITED

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POLICY ON RESPONSIBLE ADVOCACY

INTRODUCTION:

Advocacy means 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, engagement with various authorities such as government and its agencies, non-governmental organisations, other relevant authorities and is guided by the values of commitment, integrity, transparency and the need to balance interests of diverse stakeholders.

Vindhya Telelinks Limited ("the Company") believes that it is necessary to represent and engage with authorities on matters concerning the sectors/businesses in which it operates.

PURPOSE:

- To ensure that the advocacy efforts align with the Company's values, mission, and goals.
- To ensure that the public policies are advocated ethically and within the ambit of legal/regulatory guidelines by adhering to the Company's core values.
- Outlining mechanisms for monitoring and evaluating the effectiveness of advocacy activities and ensuring compliance with the Policy.

IMPLEMENTATION:

The Policy is effectively communicated to all the employees in a relevant and comprehensive manner. In addition the Company has -

- Adequate systems and processes in place to reasonably ensure compliance with the Policy including grievance redressal mechanisms to support the investigation of instance of non-compliances, if any, as reported or brought to notice.
- Proper system to initiate and implement corrective measures for any confirmed non-compliance of the Policy framework.
- Conferred authority on all identified Operational Heads within the Company for effective implementation of the Policy.
- Delegated authority to Compliance and Secretarial Department for monitoring and evaluating the effectiveness of advocacy activities in co-ordination with designated Functional Heads for ensuring compliance with the Policy.

The Policy may undergo evaluations for assessing its relevance and appropriateness and may also be revised / realigned, if so required, from time to time in consonance with applicable laws/regulations, guidelines and best global practices.