



**POLICY ON RESPONSIBLE ADVOCACY**

**OF**

**PARAG MILK FOODS LIMITED**

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**Introduction:**

Parag Milk Foods Limited (“Parag”) recognizes the importance of public advocacy in influencing decision-making processes and driving positive change that aligns with an organization's mission and values. Public advocacy serves as a powerful tool to enhance visibility, credibility, and engagement with various authorities such as government agencies, non-governmental organizations, and other relevant entities. Guided by the principles of commitment, integrity, transparency, and the need to balance the interests of diverse stakeholders, Parag firmly believes in representing and engaging with authorities on matters pertaining to the sectors in which it operates.

**Purpose:**

The purpose of the Public Advocacy Policy of Parag is as follows:

- To ensure that advocacy efforts are in complete alignment with the values, mission, and goals of the company.
- To establish ethical and legal guidelines for employees engaged in advocacy, including the avoidance of conflicts of interest and the representation of the company's values.
- To outline mechanisms for effectively monitoring and evaluating the impact and effectiveness of advocacy activities, while ensuring compliance with the policy.
- To communicate this policy to all employees in a relevant and comprehensive manner, ensuring their understanding and adherence to its provisions.

**Our Guiding Principles:**

The Public Advocacy Policy of Parag outlines the following critical and necessary guidelines for all employees to adhere to:

- Compliance Systems and Processes: Parag has established robust systems and processes to ensure strict compliance with the policy. Additionally, grievance redressal mechanisms are in place to address any instances of non-compliance effectively.

- **Adherence to Applicable Laws:** Any advocacy activity must fully comply with all relevant laws, with particular emphasis on transparency, competition, and anti-trust regulations.
- **Alignment with Policy and Parag Compass:** All advocacy activities must align with this Policy and Parag Compass, which govern good business conduct. This includes adherence to the policies on avoiding conflicts of interest and conducting honest business.
- **Ethical Conduct:** Uphold ethical standards and demonstrate integrity, honesty, and transparency in all endeavors. Exercise professional judgment on a case-by-case basis.
- **Engagement with Public Officials:** When engaging with public officials, clearly identify yourself and specify your role within our company or the trade association you represent.
- **Accuracy and Transparency:** Ensure the information presented is correct, accurate, and based on factual evidence. When sharing opinions rather than factual information, maintain transparency about their nature.
- **Leadership and Compliance:** Divisional Chiefs and Operational Heads are responsible for promoting compliance with this Policy and setting an example for others to follow. Foster an environment of openness and trust, encouraging discussions and providing a platform for employees to express concerns.
- **Monitoring and Evaluation:** The company's legal departments are entrusted with monitoring and evaluating the effectiveness of advocacy activities, as well as ensuring compliance with this policy.

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

The Board had adopted this Policy at its meeting held on August 5, 2023.