

## **Conflict of Interest or Office of Profit Policy**

We the Thozhi Federation organisation is a registered society/trust established in the year 2024. We operate in the areas of Dhamapuri. The board of our society/trust passed the below policy on the conflict of interest or benefit of profit on the board meeting held on 17.12.2024 and the same has been recorded in the minutes.

### **The policy**

The board decided to ensure clear measures to avoid any possibilities of conflict of interested or benefit of profits to its members to ensure the organisation is run with high level transparency and adhere to the principles of society/trust acts of the country.

### **The key objectives of the policy are to ensure:**

- No board members to benefit from the organisation resources either directly or indirectly
- Any transactions among board members in the trust does not create a conflict among the members/raise questions within the organisation

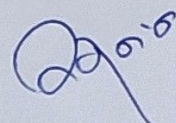
### **The preview of the policy covers following:**

1. Any purchase made where board member or his/her close associate are the vendors
2. People recruited who are family members of the board members
3. Contracts are signed for services either with the board member or their family members, firms/companies
4. Facilities used which belongs to board member or their families and payments made to them directly
5. Organisation assets/facilities used by any of the board member
6. Stock discarded which brought by a board member without an assessor

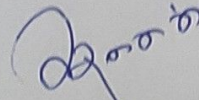
### **The policy declaration**

The chairmen/Managing Trustee or the President of our organisation holds total control on the above matters and the board ensures that as for as possible not to have any above listed preview matters with any of board members or any of their immediate family members who at any point of time sit on the board and/or other committees formulated by the board.

However, in case of any above subject for not having alternatives requires an engagement of the board member or their immediate family members. In such cases the chairmen/Managing Trustee or the President of the organisation follows below principles



- Secretary of the organisation to put up a clear note to the president explaining all the reason why such services or contracts or purchases need to be given to a firm/company related to a board member or his/her immediate family members.
- President will review the case in detail and make his/her own assessment and always explore if there are alternatives without brining board members in to the picture. In case if he/she can't find alternatives in such cases at his discretion he takes the decision and accordingly he/she requests secretary to put up the agenda in the board meeting
- At the board meeting, secretary will make a presentation and propose the resolution explaining what board is approving.
- We always make sure that our resolutions will not be any long-term commitments and it will be passed only for the specific purpose due to unavoidable circumstance



Signature of Secretary

