



Whistle Blowing Policy

Gram Vikas Navyuvak Mandal Laporiya(GVNML), constituted a unit comprising some senior staff and consultant for all types of documentation, the unit developed some organization policies for smooth implementation of different kind of office and field works. In this series of policies - Whistle Blowing Policy is one that agreed by Governing Board of GVNML, on 15, May 2020. And from the date onwards the policy is effective and all staff, Board Members (while they are in GVNML campus and while doing some works related to GVNML) have to follow the Policy.

Policy statement given below:

Whistle blowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, fraud or other criminal activities, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.

Procedure for Whistle blowing:

- Please raise any concerns with your manager or if you prefer to go to Whistle blowing Officer of GVNML or any of the Board Member.
- We will arrange a meeting with you as soon as possible to discuss your concern. We hope staff will feel able to voice concerns openly under this policy. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.
- If you need to report your concerns to an external body such as a regulator, please contact appropriate Public Concern Department of Govt. of India or Labour Ministry or Labour court.

GVNML commits to:

- Encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.
- Ensure whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If we conclude that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may be subject to disciplinary action.
- Ensure whistleblowers are not threatened or retaliated against in any way. If you are involved in such conduct you may be subject to disciplinary action.

GVNML will review this statement biannually to reflect new legal and regulatory developments and promote good practice.

(Approved by Laxman Singh, Secretary, On behalf of Governing Board, GVNML)



Counter Terrorism and Money Laundering Policy

Gram Vikas Navyuvak Mandal Laporiya(GVNML), constituted a unit comprising some senior staff and consultant for all types of documentation, the unit developed some organization policies for smooth implementation of different kind of office and field works. In this series of policies - Counter Terrorism and Money Laundering Policy is one that agreed by Governing Board of GVNML, on 15, May 2020. And from the date onwards the policy is effective and all staff, Board Members (while they are in GVNML campus and while doing some works related to GVNML) have to follow the Policy.

Policy statement given below:

This policy applies to all offices of GVNML, and all those NGOs or consultants (if any) receiving GVNML's funds.

GVNML works closely with local Govt. Authorities. Quarterly Financial statement having details of receiving and utilizing foreign funds are submitting to local Police Stations and by a copying to Police Headquarter at Jaipur, this also shows how funds have been spent.

GVNML is committed to:

- Ensure that its assets are safeguarded and properly used to meet its development and welfare objectives. Our resources must not be used to support criminal or terrorist purposes or in any way that breaches applicable sanctions.
- Assess the risks of becoming involved with terrorism and money laundering, and of breaching applicable sanctions.
- Having systems, procedures and controls in place to ensure that it manages the risk of becoming involved in financing or supporting terrorist activity, money laundering, or breaching sanctions.
- Put in place proportionate measures to manage those risks, while continuing to work in difficult and challenging places.
- Checking, for the highest risk transactions, that the GVNML funds or works with are not on any lists of proscribed terrorist groups or persons, financial supports and other developmental supports beneficiaries lists or other regulatory compliance lists, and assessing the risks if they are.
- Training its staff so that they have an awareness of the risks related to terrorist activity, money laundering, and breaching sanctions.
- Ensuring that its staff understand their obligations to report any actual or suspected terrorist activity or money laundering.
- Meeting its obligations to report to external authorities.

GVNML will review this statement biannually to reflect new legal and regulatory developments and promote good practice.

(Approved by Laxman Singh, Secretary, On behalf of Governing Board, GVNML)