



Policy on OUTSOURCE OF ACTIVITIES

Raaj Ventures has the policy of NOT outsourcing their core and critical activities to third-parties, as per the recommendation from SEBI.

We normally do not outsource any function which can be reasonably be executable in house however, there are certain special services which we cannot perform such as lawyers assistance, auditors service, courier services , printing of stationery etc. Such decision of outsourcing is taken by the partners of the firm and conveyed to the working employees.

We ensure to select such normal outsourcing based on their past track record and cost effectiveness and ensure that no related parties of any employee / directors or their relatives are assigned such services and the at most care is taken to ensure all such service providers ensure the required professional ethics are being carried out in their normal functioning.

Wherever outsourcing is allowed, the management will need to ensure that risk impact analysis is undertaken, only reputed entity with proven high delivery standards are selected and appropriate back-up and restoration systems are put in place.

Besides, they would need to monitor and have checks and overall controls over the outsourced entity on a real-time basis.

The management would also need to ensure proper audit of the implementation of risk assessment and mitigation measures listed in the outsourcing policy document, the outsourcing agreement and the service-level agreements pertaining to IT systems, among other measures.