



Issued on November 2019

TO WHOM IT MAY CONCERN

This is to certify that the India Today Group has a 100% employee compliance on non-partisan behaviour expectations as specified in our Code of Conduct and Social Media Polices. Both these documents are attached for reference.

The following film on using social media, which is shown to all employees to demonstrate our expectations towards non-partisan behaviour, may be seen at: <https://youtu.be/8BBBv5olLA0>

Our policies are publicly available on our intranet for company-wide information and dissemination.

All employees, with no exception, are required to read and accept the terms of the Code of Conduct and Social Media Polices. Every employee file contains a signed copy of these policies. This is verified during internal and external audits.

New employees are trained by Senior Management on both the Code of Conduct and Using Social Media during our orientation program.

Any violation invites disciplinary proceedings, including and upto termination.

In the documents attached, attention is drawn towards:

1. **Best Practices in Social Media:** Amongst other clauses, the policy states that our employees may not engage in any political symbols and affiliations; to avoid creating perceptions by “friending”, tweeting, “liking”, engaging in debates etc.
2. **Code of Conduct clauses on:**
 - Misuse of Office
 - Linking Business with Editorial
 - Conflict of Interest
 - Favours
 - Gifts and Freebies
 - Sponsored Trips
 - Misuse of Information
 - Membership of Government Committees

The above unequivocally provide the India Today Group’s stance on fairness, objectivity and balance in coverage, and displaying non-partisan behaviour.

The undersigned may be contacted for any clarifications.

For the India Today Group,

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