

## Stakeholder Engagement Policy

We as a responsible business organization always try to align business practices with societal needs and expectations. Inclusive engagement of stakeholders is critical, not just to realistically meet their expectations, but also to drive learning, innovation and performance by means of convergence and partnership within business. Effective stakeholder engagement helps to understand diverse stakeholders, identify their values and concerns, developing consensus among affected parties and producing efficient and effective solutions through an open, inclusive process.

We strive to-

- Actively identify and engage with individuals, organizations and other stakeholders affected by our operations.
- Engage with diverse groups of stakeholders with integrity and respect to understand their views, perspectives, needs, concerns and jointly find ways to address those are genuine and within the company's capacity.
- Create or strengthen existing forums along with the stakeholders to ensure effective, efficient and consistent engagement of stakeholders.
- Ensure capacity building of stakeholders to enable them to participate and deliberate in issues that affect them.
- Develop trustworthy relationship by disclosing clear, accurate, timely and relevant information in a transparent manner.
- Behave in a manner that supports business values, thereby ensuring a good reputation with our stakeholders.
- Create meaningful and timely opportunities for stakeholders to provide input into decision making.
- The Stakeholder policy will be reviewed regularly

Signed by,



Philip Chacko M

Chief Operating Officer

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