



**Himadri Speciality Chemical Ltd**

**CIN: L27106WB1987PLC042756**

# **STAKEHOLDER ENGAGEMENT POLICY**

<b>Version</b>	<b>Revision Date</b>	<b>Approved By</b>	<b>Date Approved</b>
<b>Adopted on</b>	<b>10 February 2023</b>	<b>Board</b>	<b>10 February 2023</b>

# **Stakeholder Engagement Policy**

## **1. Introduction:**

Himadri Speciality Chemical Limited (HSCL) recognizes that value creation for our stakeholders is the reason for our existence and we understand that engaging with our stakeholders is integral part of our business. Therefore, it is important for us to engage with our stakeholders on a regular basis to understand their needs and expectations, so that we can formulate informed business strategies to promote long-term sustainable value for all.

## **2. Purpose:**

We aim to create and maintain fluid and bidirectional communication with all our stakeholders to better understand their expectations and to efficiently adapt the business' operations to safeguard their interests while ensuring right balance of conflicting interest of the stakeholders. The purpose of this policy is to formally document and outline HSCL's approach regarding stakeholder engagement and establish framework and guidelines for stakeholder engagement in all our activities and operations.

## **3. Objectives of Stakeholder Engagement:**

- To identify emerging trends and develop solutions to future challenge
- To identify material issues to create value for our business and stakeholders
- To ensure our activities meet our stakeholder's needs
- To understand our impact on stakeholders including local community impact
- To learn about best practice initiatives in sustainable development to improve our performance in managing environmental, social and governance (ESG) issues

## **4. Engagement Method:**

The Company, from time to time and as may be required, communicates with its stakeholders through various channels of communications such as Company's Website where variety of information related to Company, its business, divisions, products, customers, investors information are provided and get up-to-date from time to time. Further, information related to its financial performance and various other disclosures as required about the activities of the company are available and get updated from time to time on the website of the Stock Exchanges which is accessible by any stakeholder of the company.

Our key stakeholders include:

- Shareholders and Investors
- Employees and Workers
- Customers
- Suppliers
- Society
- Public Authorities

Stakeholder Group	Engagement Objective	Engagement Channels	Frequency of Engagement
Shareholders and Investors	<ul style="list-style-type: none"> <li>• Educating investors about the business using accurate, timely and comprehensive information</li> </ul>	<ul style="list-style-type: none"> <li>• Periodic investor/analyst interactions like individual Meetings</li> <li>• Participation in investor conferences</li> <li>• Analysts meet from time to time guided by finance department of the company</li> <li>• Annual Reports</li> <li>• Publication of periodical results</li> <li>• Press Release</li> <li>• Newspaper</li> <li>• Website</li> <li>• Periodical investor presentation</li> </ul>	As and when required
Employees and Workers	<ul style="list-style-type: none"> <li>• Maintaining and enhancing employee engagement</li> <li>• Informing employee Benefits, Rewards and Policies, Procedures and Programs</li> <li>• Employee Development Plan, Career Progression, Performance Reviews and Ratings</li> <li>• Understanding employee concerns or grievance</li> <li>• Receiving employee feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Email</li> <li>• HR Portal</li> <li>• Company Intranet</li> <li>• Newsletters</li> <li>• Office collaboration screens etc.</li> <li>• All staff ‘town halls’ meeting at plant level periodically</li> <li>• Team forums and training programmes</li> </ul>	As and when required
Customers	<ul style="list-style-type: none"> <li>• To aware the customers about the new developments in techniques and products</li> <li>• Build long-lasting relationships with suppliers</li> <li>• To receive feedback from customers</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Meetings</li> <li>• Business discussions as and when required</li> <li>• Award and Recognition ceremonies</li> <li>• Participation in survey conducted by customers from time to time</li> </ul>	As and when required

Suppliers	<ul style="list-style-type: none"> <li>• Build long-lasting relationships with capable suppliers</li> <li>• Monitoring Supplier Performance</li> <li>• Ensure supplier competency and compliance</li> <li>• To aware the suppliers about the new developments in techniques and products</li> </ul>	<ul style="list-style-type: none"> <li>• Award and Recognition ceremonies</li> <li>• Participation in survey conducted by suppliers from time to time</li> <li>• Business discussions as and when required - Suppliers Meetings</li> </ul>	As and when required
Society	<ul style="list-style-type: none"> <li>• Provide relevant and accurate information about Company</li> <li>• Understand impact of company's initiatives and activities on community</li> <li>• Supporting causes and organizations through donations and philanthropic activities</li> </ul>	<ul style="list-style-type: none"> <li>• CSR Activities</li> <li>• Volunteering Activities</li> <li>• Community Events</li> <li>• Community Survey and</li> <li>• Consultations</li> </ul>	As and when required
Public Authorities	<ul style="list-style-type: none"> <li>• Understanding potential legal and regulatory changes relevant to the HSCL's business</li> <li>• Contributing to industry reform</li> </ul>	<ul style="list-style-type: none"> <li>• Statutory Report</li> <li>• Interactions with Public Authorities</li> <li>• Membership of industry associations</li> </ul>	As and when required

## **5. Roles and Responsibilities**

Our Stakeholder Engagement Committee will monitor and evaluate the application of the policy across our business and will ensure that our stakeholders are engaged in line with the principles mentioned in the policy.

## **6. Stakeholder Feedback and Implementation:**

Stakeholder engagement is an important exercise in curating solutions, taking feedback and incorporating them into services. Post engagement with different stakeholders, their feedback will be collected and shared with the respective team(s) for further implementation. The team, after implementing the feedback will submit the report to back to the Stakeholder Engagement Committee.

The Stakeholder Engagement Committee will provide an annual report to the Board of Directors on the stakeholder feedback received and the action taken.

**7. Policy Review:**

This policy will be reviewed by Stakeholder Relations Committee as and when required include the inputs from stakeholder engagement and feedback received.

**8. Grievance Redressal:**

The stakeholders may raise any grievances, concerns or queries by writing email or contacting the designated officers. The details of the same are available in our Grievance Redressal Policy.

**Dated: 10 February 2023**

*Sd/-*

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Anurag Choudhary  
Chairman Cum Managing  
Director & CEO