

BIRLA COTSYN (INDIA) LIMITED

STAKEHOLDER ENGAGEMENT POLICY

Birla Cotsyn (India) Limited recognizes that effective stakeholder engagement is an essential component of our business operation to be undertaken at business level. It is an important mechanism to understand stakeholders and their needs, involve them in managing risks and resolving conflicts at an early stage, thus ensuring a long term sustainability of our business is an increasing requirement for effective business leaders.

- Systematically identify its stakeholders and understand their concerns.
- Define purpose and scope of engagement and design appropriate engagement methods and plans.
- Assign adequate resources and responsibilities for effective stakeholder engagement.
- Imbibe principles of inclusiveness and transparency in all its engagement.
- Carry out stakeholder engagement and allow stakeholders to provide feedback and engage positively in its business operations.
- Acknowledge and assume responsibility about the impact of the company's policies, decisions, products, services and associated operations on the stakeholders.
- Promoting awareness of the principles and procedures for stakeholder engagement with employees at various levels of our operations through training and communication;
- Resolve stakeholder grievances in a fair, equitable and timely manner.

