

Kirloskar Industries Limited
Stakeholder Engagement Policy

Introduction:

Kirloskar Industries Limited (“KIL”/ “Company”) recognizes that value creation for its stakeholders is the reason for its existence and the Company understands that engaging with its stakeholders is integral to its business. Therefore, it is important for the Company to engage with its stakeholders on a regular basis to understand their needs and expectations, so that the Company can formulate informed business strategies to promote long-term sustainable value for all.

Scope:

The Stakeholder Engagement Policy (“Policy”) is applicable to all business operations in relation to any stakeholder interactions of the Company.

Guiding principles:

The Company accepts and promotes the following basic principles to engage and establish relations of trust with its Stakeholders:

- **Participation:** Encourage the participation of the stakeholders through bi-directional communication in the Company’s activities, promoting voluntary consultation processes.
- **Collaboration:** Promote collaboration with the stakeholders such that it contributes to the goals of the Company and aligns with our values.
- **Responsibility:** Act responsibly and build relationships with our stakeholders in areas of sustainable development, human rights, and community development.
- **Transparency:** Ensure transparency in financial and non-financial communications, sharing truthful, sufficient, relevant, complete, clear, reliable and useful information with our stakeholders.
- **Continuous improvement:** Seek continuous improvement of our stakeholder engagement mechanism through regular review and feedback processes.

Stakeholder Identification Process:

The Company has identified its key stakeholder groups as those who are impacted by its activities, products and services, and whose actions have present and potential impact on its business. The Company places high importance on regular communication and engagement with them and has effective feedback mechanisms in place to incorporate their concerns and issues into its business planning and execution strategy.

Kirloskar Industries Limited
A Kirloskar Group Company

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Based on the above definition, the Company has identified its key internal and external stakeholders as follows:

- Shareholders and Investors
- Employees
- Customers
- Dealers, suppliers and business partners
- Communities
- Regulatory bodies and Government

Stakeholders are further prioritized based on the level of their interest and influence and profiled into different categories depending upon the specific context of the Company’s engagement with them.

Stakeholder Engagement Method:

In addition to regular meetings / conversations / interactions / day to day communication / communication through social media, the Company uses the following channels for active engagement:

Stakeholder Group	Engagement Channels
Shareholders and Investors	<ul style="list-style-type: none"> - Annual General Meetings - Postal ballot - Website - Conferences / Investors Meet - Quarterly earning calls / press release / media dissemination - Investor presentations - Press release / Published notices - Annual Reports
Employees	<ul style="list-style-type: none"> - Employee onboarding - Performance review forums - MD Annual Address - Weekly team meetings - Training and Development programs - Cultural events - Employee engagement activities - Round table events - Website - Intranet - Employee engagement survey



Customers	<ul style="list-style-type: none"> - Website - Press release - Customer satisfaction survey - Customer events - Helpdesk
Dealers, suppliers and business partners	<ul style="list-style-type: none"> - Workshops - Dealer conferences and meets - Exhibitions - Website - Vendor satisfaction survey
Communities	<ul style="list-style-type: none"> - Interaction with NGOs for CSR initiatives - Employee Volunteering - Website - Society perception survey
Regulatory bodies and Government	<ul style="list-style-type: none"> - Regular compliance filings and meetings - Participation at industry forums - Press release - Website

Grievance Redressal:

All employees are accountable for managing relationships and meeting expectations of internal and external stakeholders within their areas of responsibility. The details are available in our Grievance Redressal Policy.

Policy Review:

This Policy may be amended or modified from time to time, as necessary, in case of any changes to the provisions of applicable Regulations/Acts or when deemed necessary to strengthen Stakeholder Engagement.

For Kirloskar Industries Limited

Mahesh Chhabria

Mahesh Chhabria
Managing Director

Date: 8 May 2023

Place: Pune



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