

Stakeholder Engagement Policy

Shree Cement Limited (hereinafter referred as '**SCL**' or 'Shree Cement' or '**Company**'), recognises the significance of stakeholder engagement mechanism. The Company has developed this Stakeholder Engagement Policy ('**the Policy**'), which guides its business for identification and management of relationships with stakeholders.

Objective

The objective of this Policy is to define Company's stakeholder engagement mechanism. This mechanism helps company to understand stakeholders' needs and concerns. Such engagement with stakeholders, helps in managing risks at an early stage.

Scope

The Policy is applicable to all operational business units of the Company

Stakeholder Engagement Process

SCL incorporates following elements into its stakeholder engagement process:

- Defining process for stakeholder engagement, including identification and prioritization of stakeholders.
- Stakeholders are identified from list of individuals and groups whose interests are affected or could be affected by SCL's business activities across the value chain.
- Common categories of stakeholders include business partners, civil society organizations, customers, employees and workers, governments, local communities (including vulnerable groups), nongovernmental organizations, shareholders and other investors and suppliers etc.
- Stakeholders within respective stakeholder groups are prioritized considering level of impact that SCL has on stakeholders, and level of influence that stakeholders have on SCL's business operations.
- Engaging with stakeholders (e.g. vulnerable groups) by consulting them directly in a way that takes into account language and other potential barriers.
- Embedding principles of materiality, transparency, inclusiveness, and completeness into the process while adopting specific approaches for consulting with stakeholders.
- Establishing accountability and deployment of adequate resources to ensure effective engagement outcome while taking into account stakeholder engagement risks such as disruptive stakeholders, participation fatigue etc.
- Providing training and capacity building on methods of engagement to staff involved in stakeholder engagement process.
- Analyzing outcome of stakeholder engagement and communicating the same to respective stakeholders in alignment with regulatory requirements and guidance from global standards and frameworks for stakeholder engagement.

Grievance Mechanism

Stakeholders can reach us in case of any grievances. Channels for communication include 'Contact us' section of our website and a dedicated email ID: grievance@shreecement.com . Alternatively, local stakeholders can directly connect with human resources / CSR representatives at respective locations for reporting any concerns.

Version: 01, Policy Owner: Head of Human Resources

Proprietary information of Shree Cement Limited

Governance Structure

Respective department heads are responsible for carrying out stakeholder consultations for individual stakeholder groups. And, at manufacturing locations, stakeholder consultation process is carried out under guidance of respective unit heads. Overall stakeholder engagement process at corporate level is supervised by head of human resources function.

Briefings on key concerns from stakeholder engagement is provided to Board of Directors on annual basis through CSR and Sustainability committee of the Board.

This document was approved by the Company's Board of Directors at its meeting held on 22nd May 2023.