



**STAKEHOLDER ENGAGEMENT POLICY OF
JAYASWAL NECO INDUSTRIES LTD**

OBJECTIVES & APPLICABILITY

Jayaswal Neco Industries Ltd (JNIL) believes stakeholder engagement is a key element to connect with our stakeholders & partners to understand their needs, engaging them to minimize the risks, maintaining social legitimacy, improving credibility and building their trust.

JNIL identifies its stakeholders as groups and individuals, who can influence or/ are impacted by our operations/ activities, change in technology, regulations, market and societal trends either directly or indirectly which comprise of communities, employees, supply chain partners, customers, investors, regulators and civil society organisations. We commit to engage openly and authentically with our stakeholders to enhance co-operation and mutual support for sustainable relationship.

KEY PRINCIPLES

To achieve the objectives of the policy, JNIL will be:

- 1) Conducting the business operations/ activities with integrity and values enhancing sustainability by identifying current business trends and potential opportunities; working in partnership on future challenges by maintaining positive legal requirements;
- 2) Earmarking organization's resources strategically for stakeholder engagement as per identified key stakeholders' level of interest, expertise, their influence, integrity, willingness to engage with us, their expectation, dependence on us and intrinsic worth of engagement;
- 3) Enhancing stakeholder relations with transparency, non-discrimination, mutual trust and cooperation to augment our social status by acceptance of our activities and decisions; nurturing a transparent corporate culture to fulfil stakeholders' needs and JNIL aspiration of nation building;
- 4) Increasing credibility of organization by addressing conflicts before they emerge as risk to business through providing solution on key concerns and ensuring its integration into daily operations/ activities;
- 5) Identifying Indigenous/ vulnerable people surrounding our project sites and respecting their rights to economic, social and cultural wellbeing and development;
- 6) Developing guidelines and best practices by establishing knowledge consortium with industry associations and regulatory bodies for stakeholder engagement; promoting awareness through training, communication and capability development of identified stakeholders.

MONITORING AND REVIEW

BR head and in his absence Managing Director/Joint Managing Director will assess the effectiveness and review the implementation of this Policy, its applicability, appropriateness and effectiveness. Any identified improvements will be made and integrated to the policy as when required.

AMMENDMENTS

The policy may be amended at any given point of time if it appears that the relevant provision of the policy or business process has become inappropriate or ineffective or an improvement is required. Further, there may be change in prevailing laws, the implementation of which may be required under the policy. Under these circumstances or in any other situation, if the BR head/Managing Director/Joint Managing Director deems necessary, the amendment to the policy may be carried out under the signature of Managing Director/Joint Managing Director.

Arvind Jayaswal
Managing Director, JNIL