



DALMIA BHARAT SUGAR AND INDUSTRIES LIMITED

Regd. Office: Dalmiapuram-621651, Dist. Tiruchirappalli, Tamil Nadu
CIN: L15100TN1951PLC000640

STAKEHOLDER ENGAGEMENT POLICY

Dalmia Bharat Sugar and Industries Limited ("**the Company**"), recognize that effective stakeholder engagement is an utmost important component of its business operations. The Company strives to provide a long-term sustainable value to its stakeholders. Effective stakeholder engagement on a regular ongoing basis is essential for the Company to identify opportunities and risks arising from its stakeholders' material aspects for a net positive value creation.

Objective:

This Policy is a guidance document to understand stakeholders and their needs and maintaining a positive stakeholder ecosystem thus ensuring long term value creation.

Scope:

This Policy applies to the Company and all its subsidiaries.

Definitions

Stakeholders

Stakeholders are those groups who affect and/or could be affected by the Company's activities, products or services and associated performance. The Company identifies customers, employees, bankers, communities, shareholders, farmers, business partners, government bodies, regulatory agencies, NGOs and intellectual leaders.

Stakeholder Engagement

Stakeholder engagement is the process used by the Company to engage with relevant stakeholders for a purpose to achieve agreed outcomes.

Stakeholder Identification, Prioritization and Engagement Method

Referring to AA1000 Stakeholder Engagement Standard as a guidance document for Stakeholder identification, prioritization and engagement, the Company identifies

and categorizes stakeholders taking into consideration the connection with each business unit in order to be able to analyze the risks and impacts, direct or indirect, incurred to each group of stakeholders comprehensively and clearly by bearing in mind that each group of stakeholders has its own set of perspectives and expectations. Stakeholder input is especially important in developing, implementing and continuously improving the policies and commitments of the Company.

Stakeholders are prioritized based on the relevance and profiled into different categories depending upon the specific context of engagement.

Effective stakeholder engagement allows the Company to gain valuable insights into its stakeholders' material concerns and expectations in order to prioritize, design appropriate response and corresponding communication strategies. Communicating and persistently building understanding with stakeholders in order to build good long-term relationship and gain trust from stakeholders.

Promoting awareness of the principles and procedures of different stakeholder engagement methods with talents across different levels through training and communication.

Encourage constructive dialogue and engagement with its key stakeholders. The Company engages with its stakeholders with variety of mechanisms like surveys, direct dialogue, professional and industry forums and sharing information, capacity building initiatives like conferences, workshops, forums among others.

Undertaking engagement in a non-discriminatory and interactive manner that encourages stakeholders to provide feedback and engage positively with the business operations.

Disclosing transparent, accurate, comprehensive, sufficient, and timely and culturally appropriate information to stakeholders.

Entering into Non- Disclosure Agreement, where found appropriate.

Measure and report the outcomes of the stakeholder engagement activities and incorporate the feedback into business operations and processes.

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