

Stakeholder Relationship Policy

for team members, suppliers | vendors, contractors, communities, NGOs, regulatory authorities, shareholders, investors, trade unions, customers, transporters, distributors and industry associations

Title	Stakeholder Relationship Policy
Version	1.0
Effective date	January 20, 2017
Applicability	Atul Ltd
Scope	All team members, suppliers, vendors, contractors, communities, NGOs, regulatory authorities, shareholders, investors, trade unions, customers, transporters, distributors, industry associations

Philosophy

Stakeholder engagement at Atul Ltd ('the Company') aims to attain long term value with a deeper understanding of key issues with all stakeholders. The Company believes in relationships built on the foundation of dialogue and trust which is underpinned by one of our core values, Understanding. This is based on how well we work with others and depends on our ways of interacting and understanding human relationships.

Policy outline

- Proactively and systematically identify stakeholders that influence the Company operations
- Promote communication with stakeholders through continuous and meaningful dialogue
- Engage with all stakeholders as per the Stakeholder Engagement Model
- Train stakeholders to pursue business operations in a responsible manner
- Build strategic partnerships for the purpose of knowledge sharing
- Identify vulnerable and marginalised stakeholders and achieve inclusive growth
- Ensure a robust grievance redressal mechanism to address all concerns of stakeholders
- Educate stakeholders about the products and services of the Company.

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Endeavour

We will endeavour to

- Identify stakeholders who have an impact on our business operations and pledge to engage them in a responsible manner considering their rights and interests
- Understand the importance of stakeholder engagement to our business and meticulously map all stakeholders, especially those groups that are vulnerable, disadvantaged and | or marginalised. These groups include women, people with disabilities, children and migrant workers
- Train team members to deal with external stakeholders with utmost sensitivity to understand their concerns
- Promote stakeholder development through continuous training and knowledge-sharing sessions
- Encourage active participation of stakeholders on various sustainability initiatives
- Resolve differences with stakeholders in a just, fair and equitable manner
- Maintain responsibility and be transparent about the impact of our policies, decisions, products | services and associated operations on stakeholder