



Stakeholder Engagement Policy

Grasim Industries Limited is in the business of production and sales of Viscose Staple Fibre and Viscose Filament Yarn, Textiles, Chemicals, Fertiliser, Insulators etc. Grasim is a values driven organization. Our core values are Integrity, Commitment, Passion, Seamlessness, and Speed. These values are foundation for all actions and decisions in our business.

We recognise that effective stakeholder engagement is an essential component of our business operations. This policy is a guidance document to understand stakeholders and their needs, involve them in managing risks and resolving conflicts at an early stage, thus ensuring a long term 'social license to operate' for a business. Further, engaging with subject matter experts on global megatrends and external factors with a potential to materially affect the sustainability of our businesses is an increasing requirement for us. We believe that adopting a structured approach to engaging with and involving stakeholders will allow us to collaborate and learn from one another in the pursuit of mutually supportive relationships.

Scope

The stakeholder policy is applicable to all business operations at Grasim limited in relation to any stakeholder interactions.

Definition of Stakeholder

Stakeholders are persons or groups of persons who are directly or indirectly affected by a business operation of Grasim, as well as those who may have interests in a business operation of Grasim, or abilities to influence over the outcomes of a business operation of Grasim such as customers, employees, communities, suppliers, shareholders, Investors, lenders, business partners, government agencies, intellectual leaders, media, NGOs etc.

Stakeholder Identification and Engagement Method

Stakeholder input is especially important in developing, implementing and continuously improving our sustainability policies and commitments. Materiality is used in order to identify the relevance and significance to Grasim and its stakeholders. Stakeholder mapping is undertaken to understand who the relevant stakeholders are as well as their perspective orientations, impacts and expectations in order to prioritize, design appropriate response and corresponding communication strategies.

Grasim is committed to constructive dialogue and engagement with its key stakeholders.

Grasim engages with them through a variety of mechanisms, including direct dialogue, surveys, engagement at professional and industry forums, and sharing of information through various means and channels.

The frequency and nature of the engagement are designed to proactively enable reliable and transparent flow of information on key issues. Grasim maintains a regular communication with them, the outcomes of which help to identify gaps and opportunities for the businesses.

Create appropriate platforms for open and participative engagement and assess our social performance through focus groups.



Supports capacity building initiatives from time to time, such as conferences, workshops, and forums, among others, to strengthen stakeholder knowledge on specific issues.

Identifying and managing external risks through our Enterprise Risk Management processes and our Social Compliance and Community programs to understand the overall impacts that our operations can have on our stakeholders and to promote effective relationships.

Measuring and reporting the outcomes of the stakeholder engagement activities and incorporating the feedback into business processes.

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