

Policy on Stakeholder Engagement and Inclusiveness

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1.0 Purpose

At ELANTAS Beck India Limited, we are committed to promoting a culture of transparency, collaboration, and inclusiveness in all our operations. This policy outlines our approach to engaging with stakeholders and promoting inclusiveness, ensuring that their diverse perspectives, needs, and concerns are acknowledged and integrated into our decision-making processes.

2.0 Scope

This policy applies to all employees, management, and business activities conducted by ELANTAS Beck India Limited.

3.0 Principles

3.1 Engagement

We recognize that our success is intertwined with the interests of our stakeholders, including employees, customers, investors, suppliers, vendors, contractors, local communities, and regulatory bodies. We commit to:

- Regularly identify and map our stakeholders, considering their influence and impact on our business.
- Establish clear channels of communication to encourage open dialogue and active engagement with stakeholders.
- Incorporate stakeholder feedback into our strategic planning, operational processes, and performance evaluation.

3.2 Inclusiveness

We acknowledge the importance of embracing diversity and creating an inclusive environment that promotes innovation and creativity. We pledge to:

- Embrace diversity in all forms, including but not limited to age, gender, ethnicity, and background.
- Provide equal opportunities for career growth and development for all employees.
- Implement policies and practices that prevent discrimination, harassment, and bias within the organization.

4.0 Implementation

4.1 Stakeholder Engagement:

To build our relationship stronger with stakeholders and enhance our stakeholder engagement, we shall

- Appoint a dedicated team responsible for stakeholder engagement and inclusiveness initiatives.
- Conduct regular surveys, focus groups, and town hall meetings to gather feedback from stakeholders.
- Integrate stakeholder concerns into business strategies, processes, and decision-making.

4.2 Inclusive Workforce

We shall take necessary steps required to build an inclusive workforce for our organization by:

- Developing and implementing diversity and inclusion training programs for all employees.
- Establishing mentorship and sponsorship programs to support the professional growth of underrepresented groups.
- Monitoring and analyzing workforce diversity metrics to ensure progress.

4.3 Reporting and Transparency

We shall publish annual reports detailing our engagement activities, inclusiveness initiatives, and progress made.

4.4 Policy Review

The policy shall be reviewed at periodic intervals and updated to align with evolving best practices and changing stakeholder expectations. If the situation demands, we may also seek external guidance and benchmark against industry leaders to enhance our engagement and inclusiveness efforts.

5.0 Compliance and Accountability

All employees and management are responsible for upholding the principles outlined in this policy. Any violations of this policy will be subject to appropriate disciplinary action.

6.0 Communication

This policy shall be communicated to all employees, stakeholders, and partners.

At ELANTAS Beck India Limited, we believe that stakeholder engagement and inclusiveness are integral to our long-term success and sustainability. By embracing these principles, we aim to foster a collaborative, innovative, and equitable environment that benefits our employees, stakeholders, and the communities at large.

This Policy has been approved by the Board of Directors of ELANTAS Beck India Limited on 20th December, 2023 and is effective from this date.