



HPL Additives Limited

Stakeholder Engagement Policy

Our Commitment

HPL Additives Limited (HPL) recognizes the importance of meaningful relationships with diverse stakeholders who are impacted by or have an interest in our activities. We are committed to fostering positive collaborations, promoting transparency, and ensuring stakeholder voices are heard and valued. Through proactive engagement, we aim to create shared value and drive innovation that benefits all parties.

Scope

This policy applies to all HPL employees, contractors, suppliers, and business partners. We expect all parties to adhere to these principles in their interactions with or on behalf of HPL.

Guiding Principles

Our Stakeholder Engagement Policy is aligned with:

- Our Corporate Governance Policy
- Our Company Strategy
- Industry best practices in stakeholder engagement

Key Commitments

Stakeholder Identification and Prioritization

HPL Additives Pvt. Ltd. adopts a systematic approach to identifying and prioritizing stakeholders based on their influence, impact, and ability to provide valuable insights. This ensures that our engagement efforts are targeted and effective. We continuously adapt our strategies to meet the unique needs of diverse stakeholders while responding to evolving contexts and circumstances.

Stakeholder Feedback

Our engagement approach is centered on fostering open dialogue and forming meaningful partnerships to accelerate collective progress. We actively seek feedback on material topics to align our business priorities with stakeholder expectations. A variety of methods, including meetings, consultations, surveys, and multi-stakeholder initiatives, are utilized to ensure inclusivity and comprehensiveness in our engagements.

HPL ADDITIVES LIMITED



Stakeholder-specific Engagement

We aim to design strategies to conduct in-depth stakeholder engagement, leveraging on advanced analytics and digital experience platforms. This would enable us to conduct regular feedback collection and integration into product development processes.

- **Customers:** We strive to gain insights into customers' future needs and product roadmaps. Therefore, we envision the establishment of innovation exchanges and the development of a rapid-response system, involving technical teams and the supply chain, ensuring alignment with customer requirements. Our product development is driven by in-depth analyses of specific customer needs and industry trends.
- **Employees:** We are committed to fostering organizational health and creating an inclusive culture that values diversity and collaboration.
- **Industry Associations:** Our active participation in industry forums ensures that we contribute to shaping informed positions on key issues and gain insights towards building business resilience.
- **Investors:** We maintain transparency and ensure the timely dissemination of critical information.
- **Suppliers:** Collaboration with suppliers focuses on improving sustainability performance and reducing emissions across the value chain.
- **Wider Society:** We strive to contribute meaningfully to societal and environmental well-being through our activities and initiatives specifically on water and sanitation, education, health, and hunger alleviation.

Implementation

Policy Accessibility

This Stakeholder Engagement Policy is publicly available on the HPL website and accessible to all internal and external stakeholders.

Training and Capacity Building

HPL provides regular training to employees on effective stakeholder engagement practices and communication skills.



Monitoring, Reporting, and Policy Review

HPL will regularly assess its stakeholder engagement performance and report periodically on progress and areas for improvement. This policy will undergo periodic reviews with input from internal and external stakeholders, to ensure alignment with evolving stakeholder engagement strategies, stakeholder expectations and company practices.

A handwritten signature in green ink, appearing to read 'Umesh Anand', written over a horizontal dashed line.

(Umesh Anand)
Managing Director



Date: Monday, 21st October 2024

Place: Faridabad, Haryana, India