

## STAKEHOLDERS ENGAGEMENT POLICY

The Company has identified various stakeholders such as:

- Customers
- Regulatory Agencies/ Corporate Laws/ Income Tax Act etc.
- Suppliers (Raw Material)
- Shareholders/ Board Members
- Employees and Contract Workers
- Community and CSR
- Supply chain logistics
- Bankers and Investors

We at IGPL strive to maintain balance and work in an efficient way so as to benefit all its key stakeholders.

The Company shall at all times carry out the following activities to benefit all its key stakeholders:  
Employees and Contract Workers

The Company shall promote work-life balance among all its employees specially its women employees.

It has a Policy on the Prevention of Sexual Harassment, which deals extensively on providing a safe working environment and protection from sexual harassment. Any such instance shall be dealt promptly, sensitively and confidentially in the most judicious and unbiased manner.

The Company shall provide a workplace environment that is safe, hygienic, humane, and which upholds the dignity of the employees. It shall provide facilities for the wellbeing of its employees.

The Company shall comply with the statutory provisions pertaining to its employees and in particular about health, safety and wellbeing of its employees. Specific provisions contained in the labour laws ensuring health, safety, hygiene, comforts and wellbeing of employees shall be complied in letter and spirit.

The Company shall conduct programs for enhancing the skills of its employees, improve their morale and for their overall career development. This could be through various programs, on-the-job training, job rotation or training through various programmes – internal or external to upgrade their skills and competencies.

The Senior Management and Directors of the Company shall also ensure abiding by the Code of Conduct (the “Code”) framed by the Company from time to time. Any violation of the Code shall be viewed strictly and lead to disciplinary action. The Senior Management and Directors of the

Company are required to strictly adhere to the Code. Any violation of the Code shall be viewed strictly and lead to disciplinary action.

The Company shall ensure that the agreed terms of engagement of all its employees, including contract and casual labours are fair

### **Regulatory Agencies**

The Company shall ensure that the disclosures required to be made in business documents, statutory filings, declarations, and advertisements are correct and complete and hide no material information.

The executive directors and employees of the Company shall strictly adhere to the provisions of the Code about their association with any professional, trade, legislative, political or public body.

Company while influencing the regulatory agencies shall do so in a manner which is responsible and transparent.

Endeavors to make prompt public disclosure of all unpublished price sensitive information(s) that may impact price discovery, as soon as credible and concrete information comes into being. Further the Company is committed to make uniform and universal dissemination of unpublished price sensitive information to avoid selective disclosure.

### **Shareholders/ Board Members**

The Company shall ensure that the adequate disclosures and statutory filings, declarations, and advertisements are correct and complete and hide no material information and that the same is done in timely manner.

The website of the Company shall display all such policies and other relevant information from time to time to keep the stakeholders aware about the position of the Company. Furthermore, the website of the Company shall provide appropriate feedback mechanism for stakeholders to communicate regarding impact of the Company's policies, decisions and products.

The Company Secretary of the Company shall receive the queries/grievances/ feedback of various stakeholders and shall respond to the same within reasonable time and the concerned person's name and contact details shall be displayed on the website of the Company.

Differences, if any, with any stakeholder shall be resolved in a just, fair and equitable manner.

Apart from statutory disclosures and subject to business confidentiality, the Company shall ensure to disclose all the relevant information with respect to the Company, to the relevant stakeholders so as to enable them to take reasoned decisions.

The Company shall ensure while formulating any policy, that the interests of the stakeholders are not compromised.

### **Community and Corporate Social Responsibility**

The Company endeavors to reach out and empower the community in and around the place where it operates as well as other areas in order to achieve inclusive growth by supporting the underprivileged class of masses.

In terms of the CSR Policy of the Company, the CSR Committee is entrusted with the responsibility of discharging the Company's obligations to give it back to the Society. Broadly, the social activities of the Company emphasizes on education, healthcare and community service.

### **Customers**

The key stakeholder in any supply chain management is its customers or the end users. The Company provides prompt after sales services and address all the issues of its customers in a timely manner.

Proper instructions are given to the end users on how to handle the product carefully and clear instructions are given on how to use and in what proportion the product can be mixed with other products.

### **Bankers and Investors**

The Company while availing any facility from the Bankers shall do so in a fair and accountable manner and shall use the proceeds so borrowed only for the principal business activities of the Company and not otherwise.

### **Conclusion**

The management of the Company always remain accessible to all stakeholders in order to understand their concerns and respond accordingly.