



Finolex Industries Limited

Policy on Stakeholders Engagement and Inclusiveness

Finolex Industries Limited (“the Company”) strive to build long-lasting relationships with our internal and external stakeholders {such as customers, Investors/Shareholders, Community, Employees, Suppliers, Media, Regulators, business partners (suppliers, vendors and service providers)} through clear and transparent communication not just to understand, but also to involve them in our decision-making processes wherever relevant. We engage with our stakeholders to understand their perspectives, needs, and expectations and integrate their responses into our decision-making. Our stakeholder identification and prioritization process are based on the principles of inclusivity, materiality, and responsiveness.

The Company endeavours to achieve above practices by:

- Identifying and engaging with its stakeholders in a consistent, transparent and systematic manner and strive to protect and balance their interest.
- Enhancing value to all our stakeholders while demonstrating Company’s commitment to the environment, health, safety, and security.
- Proactively engaging with and responding to those who are disadvantaged, vulnerable and marginalized. Additionally, giving special attention and taking special initiatives in relation to stakeholders in areas that are underdeveloped.
- Embedding the principles of inclusiveness, transparency, materiality, completeness and cultural appropriateness in all our engagement activities.
- Understanding the expectations and concerns of the Stakeholders, define the purpose and scope of the engagement and communicates with them to resolve and redress their grievances.
- Enabling all stakeholders to benefit from the value generated by business in a just, fair and equitable manner.
- Establishing clear accountability by assigning adequate resources and responsibilities for effective stakeholder engagement;
- Should a stakeholder have any queries or concerns or require any clarifications relating to the Company, may write to the Company at av@finolexind.com. To promote an open, fair and transparent process, complaints shall be satisfactorily resolved in a timely manner.