

SHRIRAM PISTONS & RINGS LIMITED: NEW DELHI

Stakeholder Engagement Policy

1. Introduction:

Shriram Pistons & Rings Limited (SPRL) is committed to transparent and meaningful engagement with its stakeholders to support sustainable business practices. By fostering open dialogue, valuing diverse perspectives, and incorporating feedback into decision-making, SPRL aims to build trust, drive long-term sustainability, and contribute positively to the communities and environments in which it operates.

2. Objective:

The purpose of this policy is to define a systematic approach to stakeholder engagement, outlining clear strategies, channels, and performance metrics to assess effectiveness. This framework is designed to:

- Facilitate open communication and responsiveness to stakeholder concerns.
- Integrate feedback into strategic decision-making.
- Establish measurable engagement initiatives that drive value for all stakeholders.

3. Defined Terms:

- a. Stakeholders:** Individuals or groups directly impacted by SPRL's operations, such as employees, customers, suppliers, local communities, and regulatory bodies.
- b. Engagement:** A process of maintaining open, respectful, and consistent interaction with stakeholders. It involves sharing relevant information, listening to concerns, and fostering mutual understanding to support informed decisions and build long-term relationships.

4. Scope:

This policy applies to all SPRL employees and departments, regulating activities involving stakeholders. It encompasses engagements related to operations, products, services, and corporate social responsibility.

5. Responsibilities:

The Compliance Officer will be responsible for overseeing stakeholder-related activities, ensuring policy adherence, coordinating communication across functions, and integrating stakeholder feedback into relevant business processes.

6. Stakeholder Identification:

Stakeholders encompass a diverse array of individuals, groups, or organizations that are influenced by our activities, products, services, and overall performance.

a. Internal and External Stakeholders:

SPRL recognises stakeholders as individuals and entities directly or indirectly impacted by our operations, products, or services, and those crucial to our effective functioning. SPRL acknowledges entities with legal, commercial, operational, ethical or moral relationships with SPRL including those who can influence or be influenced by our strategic and operational decisions.

b. Our Key Stakeholders:

SPRL's key stakeholders are integral to our operations and success. They include:

- Investors: Contributors to SPRL's growth and success.
- Customers: Users of SPRL's products and services.
- Employees: The workforce driving SPRL's daily operations and overall success.
- Communities: Local and global communities affected by or impacting SPRL's operations.
- Business Partners: Entities collaborating with SPRL toward common goals.
- Financial Service Providers: Institutions are crucial to SPRL's financial operations.
- Regulatory and Government Bodies: Entities overseeing and regulating SPRL's operations.
- NGOs/Social Organizations: Non-governmental organizations or social groups with an interest in SPRL's activities.
- Media: Information disseminators shaping public perceptions.

7. Common Modes of Engagement with Key Stakeholders

At SPRL stakeholder engagement approach is tailored to the unique needs of each stakeholder group. Our engagement methods fall under four broad categories: **(i) Monitoring, (ii) Informing, (iii) Consulting, and (iv) Collaborating.**

Below is a detailed matrix outlining the common engagement channels used for our key stakeholders:

Stakeholder Group	Engagement Channels
Investors	<ul style="list-style-type: none"> - Annual General Meetings (AGMs) - Quarterly investor presentations and conference calls - Investor conferences and meetings - Press releases and corporate newsletters
Employees	<ul style="list-style-type: none"> - Employee newsletters - Cultural events and employee engagement initiatives - Training programs and performance management systems - Functional and cross-functional committees - Direct communication via emails and written notices

Stakeholder Group	Engagement Channels
Community	<ul style="list-style-type: none"> - Community meetings, surveys, and consultations - CSR initiatives and interventions - Awareness and skill development camps - Community development projects and events
Customers	<ul style="list-style-type: none"> - Direct customer interactions and service calls - Customer satisfaction surveys and feedback mechanisms - Complaint resolution and grievance redressal - Marketing and advertising campaigns - Digital and electronic communication channels - Product training and awareness sessions
Contractors and Suppliers	<ul style="list-style-type: none"> - Supplier and contractor meets - Regular engagement via phone, email, and in-person meetings - Supplier audits and compliance checks - Performance evaluations and improvement programs
Government & Regulatory Bodies	<ul style="list-style-type: none"> - Submission of statutory reports and compliance documents - Participation in industry chambers and government forums
Media	<ul style="list-style-type: none"> - Press conferences and media briefings - Corporate communications through written statements - Engagement via print, digital, and broadcast media

By adopting these diverse engagement methods, SPRL ensures transparent, constructive, and ongoing dialogue with stakeholders, fostering long-term partnerships and mutual growth.

8. Policy Guidelines:

- Identify and prioritize key stakeholders based on their influence and relevance to the organization.
- Establish transparent, two-way communication channels for meaningful interaction.
- Address stakeholder concerns promptly through effective resolution mechanisms.
- Integrate stakeholder feedback into business decisions to improve outcomes.
- Uphold ethical standards and respect diverse stakeholder interests.
- Continuously assess and enhance engagement strategies to stay relevant and effective.

9. **Compliance:**

It is imperative that every SPRL stakeholder embraces and adheres to the principles delineated in this policy. Failure to comply with these guidelines may result in disciplinary measures. Observing these directives is essential for preserving transparency, nurturing constructive relationships with stakeholders, and honoring SPRL's pledge to responsible and ethical business conduct.

10. **Regular Assessment and Policy Review:**

This policy will be reviewed regularly to adapt to changing stakeholder expectations and industry best practices. Adjustments will be made to enhance engagement strategies and ensure alignment with SPRL's long-term sustainability vision.

Approving Authority:

Sd/-

Krishnakumar Srinivasan

MD & CEO

Effective Date: April 1, 2025