

STAKEHOLDER ENGAGEMENT POLICY

Gujarat Fluorochemicals Limited and its subsidiaries together referred to herein after as “the Company”, is believes that effective stakeholder engagement is a significant component of its business operations at both the corporate and site levels. We strive to provide long-term sustainable value to our stakeholders such as investors, employees, customers, clients, contractors, suppliers, government and communities. It is an important mechanism to identify, understand and deal with key stakeholders and their needs, grievances, concerns etc., and ensure a long-term social license to operate a business. Effective stakeholder engagement on an ongoing basis is essential for the Company to identify the opportunities and concerns arising from stakeholders’ material issues and work towards their effective resolution.

This policy shall extend to both internal and external stakeholders for own operations and value chain partners.

Stakeholder Identification and Engagement

The Company identifies stakeholders as those individuals, groups of individuals or organisations that affect the Company and/or could be affected by Company’s activities, products or services and the associated performance.

The Company believes in engaging stakeholders in a non-discriminatory and interactive manner that encourages feedback and positive engagement with business operations. The Company believes in continual improvement of stakeholder engagement performance by sharing best practices and lessons learned from the engagement process.

The Company shall endeavour to encourage accountability in the stakeholder engagement process to ensure an interactive, non-discriminatory and transparent engagement with scope for timely addressing of conflicts and grievances.

The Company endeavours to increase employee awareness through various trainings and communications for stakeholder engagement at various levels of the operations.

The policy also covers identification of affected communities, vulnerable groups and other range of local stakeholders.

The Company ensures that a formal complaints and grievance mechanism is accessible to communities and local stakeholders, enabling them to raise concerns related to the Company’s activities. All grievances received are logged, assessed, and addressed in a timely, transparent, and fair manner, ensuring resolution and fostering trust with affected stakeholders.

Review and Amendment

This policy is endorsed by Executive Management and shall be periodically reviewed and updated to ensure its relevance and effectiveness, as necessary.