



# **Stakeholder Engagement Policy**

**V-Guard Industries Ltd.**



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## **Purpose**

V-Guard Industries Limited (herein referred to as “V-Guard” or “the Company”) believes in developing long-term relationships with all its stakeholders and strives to create value for them. V-Guard engages with its stakeholders to understand their needs and expectations, and factor in those while devising its business growth strategies. An important aspect of its corporate governance lies in its stakeholder interactions and engagement. To ensure the smooth functioning of the same, V-Guard shall follow the guidelines and principles in the policy across the organization.

## **Scope and Objective**

This Policy provides an overarching approach for engaging with V-Guard’s stakeholders. This stakeholder engagement policy is committed to be transparent, responsible, and accountable towards all key stakeholders. The objectives of this Policy are to:

- formalize the process for identifying V-Guard’s key stakeholders
- continue to enhance stakeholders’ trust in order to build long-lasting and robust relationships
- develop a channel to understand needs and expectations of stakeholders
- convey and reinforce V-Guard’s commitment towards all its stakeholders

**Stakeholder Identification:** V-Guard identifies individuals or group of individuals as their stakeholders, both external and internal, who are impacted by V-Guard’s products, services and business operations. V-Guard determines the expectations of these stakeholders and devise their strategies accordingly to address them.

Our key stakeholders include but are not limited to Investors, Employees and Workers, Shareholders, Customers, Vendors and Suppliers, Government and Regulatory authorities, Industry associations, Media, NGOs and Communities

## **Stakeholder Engagement Principles**

V-Guard promotes a culture of ongoing engagement with key stakeholders by embedding the principles of inclusiveness, transparency, materiality, completeness and cultural appropriateness through:

- Designing appropriate engagement channels that addresses the specific requirements of key stakeholders, with clearly defined objectives that can be documented and reviewed.
- Ascertaining the nature of impacts on stakeholders, their legitimate concerns, interests and expectations
- Complying with all legal and applicable disclosure requirements
- Disclosing relevant information about the company’s activities on periodic basis
- Assigning adequate resources and responsibilities for effective stakeholder engagement
- Resolving stakeholder grievances in a fair, equitable and timely manner
- Continually improving stakeholder engagement performance by sharing good practices and learning.