



DMCC SPECIALITY CHEMICALS LIMITED
(Formerly known as "The Dharamsi Morarji Chemical Company Limited")

Stakeholder Engagement Policy

Document Controls

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1.0	Secretarial & Legal Function	Board of Directors on the recommendation of the Stakeholders Relationship Committee	09-Feb-2024	Initial Release

STAKEHOLDER ENGAGEMENT POLICY

We at DMCC Speciality Chemicals Limited (Formerly known as The Dharamsi Morarji Chemical Company Limited”) (“**DMCC/Company**”) recognize that stakeholder engagement is an integral part of our business operations. We strive to provide long-term sustainable value to our stakeholders such as investors, employees, customers, business partners and suppliers, government and communities. To this end, it is vital for us to develop an understanding of our stakeholders’ needs, interests and expectations. We endeavour to achieve this through collaboration and regular interaction with all our stakeholder groups. Effective stakeholder engagement on an ongoing basis is essential for us to identify the opportunities and concerns arising from stakeholders’ material issues and work towards their effective resolution.

While the process of stakeholder engagement is decentralized and respective functional teams are ultimately responsible for stakeholder engagement efforts, the Company’s approach to stakeholder engagement is governed by this Stakeholder Engagement Policy (“**Policy**”).

1. SCOPE:

This Policy provides our approach for engaging with our stakeholders. It has been put in place to ensure that the stakeholder engagement is applied consistently across the operational boundary of the Company and its material subsidiaries.

Each business unit in every operating location is required to carry out stakeholder engagement in accordance with the principles of this policy, and to ensure that they maintain and commit to play a role in nurturing the Company’s stakeholder relationships.

2. OBJECTIVE:

The objectives of this Policy are to outline:

- the methodologies, systems and processes for identifying and engaging with stakeholders;
- to whom the Company has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities; and
- who can influence or have impact on the Company’s strategic or operational decision-making;

3. STAKEHOLDER IDENTIFICATION AND PRIORITIZATION:

We identify stakeholders as those individuals, groups of individuals or organizations that affect us and/or could be affected by our activities, products or services and performance. DMCC analyses its internal and external environment to identify its internal and external stakeholders, which may include those individuals, groups of individuals and/or organisations:

- that are directly or indirectly dependent on the Company's activities, products or services and performance, or on whom the Company is dependent in order to operate;
- to whom the Company has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities; and
- who can influence or have an impact on the Company's strategic or operational decision-making;

Our Key Stakeholders include:

- Shareholders
- Employees and Workers
- Customers
- Research Analysts
- Suppliers
- Contractors
- Regulators
- Communities
- NGO's
- Other (Including Contract Workers, Trainees)

Stakeholders are prioritized based on the relevance and profiled into different categories depending upon the specific context of engagement.

4. STAKEHOLDER ENGAGEMENT PROCESS:

At DMCC, we promote a culture of ongoing engagement with every stakeholder group, collecting feedback. The most appropriate engagement tools and methods range from written communications, one-to-one meetings, feedbacks, information sessions, surveys etc.

We strive to abide by the following when engaging with any stakeholder:

- Before engaging with a stakeholder, define the purpose, scope and frequency of engagement by nature of the relationship that the Company has with them or aims to develop with them;
- Assign adequate resources and responsibilities for effective stakeholder engagement.
- Consider potential stakeholder engagement risks prior to selecting the level or method of engagement, and devise ways and means to address them. Potential risks may include participation fatigue, lack of stakeholder integrity, conflicts of interest, disruptive or uninformed stakeholders, and an unwillingness to engage. Proper planning and preparation are undertaken to understand the stakeholder profile and facilitate the stakeholder to have an open, credible and honest dialogue;
- Engage with NGO's who are working for disadvantaged, vulnerable and marginalized groups. Additionally, Company gives special attention and develops special initiatives in relation to stakeholders in areas that are unprivileged through CSR activities of the Company;
- Settlement of stakeholder grievances in a fair, equitable and timely manner;
- Align our goals and actions with the stakeholders in the related areas of concern to the extent possible based on our assessment; and Communicate and report the outcome of the stakeholder engagement to internal and external stakeholder groups through various modes as appropriate, including but not limited to the annual report, CSR Report, notices on our official website etc.

5. COMMON MODES OF ENGAGEMENT WITH KEY STAKEHOLDERS

Our methods of engagement include multiple channels and means of communications reliant on each specific stakeholder group and can be grouped under the following broad categories: (i) monitoring, (ii) informing, (iii) consulting and (iv) collaborating. A more detailed list of common modes of engagement deployed for major stakeholders is provided in the stakeholder engagement matrix below:

Stakeholder Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	Annual General Meetings, shareholder meets, email, Stock Exchange intimations, investor presentation / analysts investor meet / conference calls, annual report, quarterly results, press release, Company's website, Stock Exchange's website	Ongoing	Keeping Shareholders updated about the Company's business, Answering their queries, understanding shareholders expectation.
Employees and Workers	Senior leaders' communication, Setting up KRA, KPI, performance appraisal meetings/review, exit interviews, union meetings, welfare initiatives, email, circulars, websites, HRMS (System), Presentation, Trainings etc.	Ongoing	To create an effective communication channel and inform employees on key developments within the Company; align them to the shared purposes of the Company. Taking employee feedback, suggestions, and ideas.
Customers	Customer meets, mailers, brochures, social media, website and feedback.	Ongoing	To ensure good customer relationships. Business Development, Customer Satisfaction and Retention. Understanding customer expectation.
Research Analysts	Website, social media, Email, Earnings Call (Conference Call) and forums	Ongoing	Keep abreast of developments of the Company and understanding Investors Sentiments.

Stakeholder Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers and Contractor	Contractor and Supplier meets, Regular interaction through phone, e-mail and in person, Supplier Assessment, Plant visits, MoU, NDA, trade association meets/seminars, professional networks, product workshops.	Ongoing	Quality, timely delivery of supplies and services and payments.
Regulators	Advocacy meetings, Seminars, Webinars with local / state / national government and ministries through industry bodies such as Indian Chemical Council.	Need Based	Appraising the Government about Industry Expectation, challenges faced by Industries etc.
Communities	Site visits and personal meetings	Ongoing	Understanding the Community and identifying the scope of improving their livelihood through CSR initiatives.
NGOs	Emails, Phones, personal meetings and participation	Ongoing	Ensuring that the CSR amount given by the Company is expended properly.
Other (Including Contract Workers, Trainees)	Communication from Operational Personnel, Notice, Circulars, Presentation and Training etc.	Ongoing	To impart on-the-job training to the Trainees to order to inculcate required skill sets. To make awareness regarding safety measures to be taken by the Trainees and Contract Workers while performing their job.

6. STAKEHOLDERS' CONCERNS:

In case of any concerns, stakeholders may approach the respective function/ functional team.

7. REVIEW AND AMENDMENTS:

This Policy will be reviewed at regular intervals so that it meets the expectations of the stakeholders. The Managing Director and CEO is empowered to make any changes in the policy as deemed fit and changes if any shall be subsequently placed at the Board meeting of the Company.