



Himadri Speciality Chemical Ltd

CIN: L27106WB1987PLC042756

STAKEHOLDER ENGAGEMENT PROGRAM MANUAL

Version	Revision/Review Date	Approved By	Date Approved
Adopted on	-	ESG Council	16.09.2026

Introduction

At Himadri, we recognise that our operations interact closely with local communities, authorities, media, associations and NGOs. We are committed to building transparent, accountable and responsive relationships with these stakeholders. Our stakeholder engagement programs are designed to anticipate concerns, strengthen trust and ensure that our business decisions reflect the interests of the communities in which we operate.

Program Components

- **Conducting Impact Assessments**
 - We carry out structured local impact assessments to identify potential environmental and social effects of our operations.
 - These assessments enable us to proactively mitigate risks, align our strategy with community priorities and minimise disruption to local livelihoods.
- **Clear Communication Channels**
 - We maintain open and accessible communication platforms for local stakeholders, including dedicated contact points, community meetings and information portals.
 - Regular updates ensure timely dissemination of accurate information about our operations and projects.
- **Capacity Building for Local Stakeholders**
 - We support local stakeholders by improving access to information and breaking down barriers to effective engagement.
 - Initiatives include multilingual communication, project updates, and opportunities for feedback to strengthen dialogue.
- **Regular Surveys and Reviews**
 - We conduct periodic surveys and reviews to understand stakeholder perceptions of our engagement strategy.
 - Insights help us refine our approach, address emerging concerns and measure progress in strengthening community relations.
- **Meetings to Identify Emerging Concerns**
 - We hold scheduled meetings with local stakeholders to discuss community needs and identify new issues.
 - These forums provide a collaborative space for constructive dialogue, enabling us to adapt our programmes and reinforce trust.

- **Grievance Tracking**

- We operate grievance mechanisms to record, track and resolve concerns raised by stakeholders.
- Reports include the number of resolved and unresolved grievances, ensuring accountability and transparency.

- **Application Across Operations**

- Our stakeholder engagement programmes are applied consistently across all local operations, reflecting our commitment to uniform standards of transparency and responsiveness.

Monitoring & Reporting

- Annual reporting of impact assessments, grievance statistics and stakeholder survey results.
- Disclosure of engagement outcomes in sustainability and ESG reports.
- Continuous review by the Stakeholder Engagement Committee with oversight from the Board of Directors.

Governance

This program is endorsed by the Board of Directors and overseen by the Sustainability (ESG) Committee, ensuring executive accountability for its implementation.

Dated: 16.09.2026

Sd/-
Anurag Choudhary
Chairman-cum-Managing
Director & CEO