



HPL ELECTRIC & POWER LTD

STAKEHOLDER ENGAGEMENT POLICY

OBJECTIVES

Our objectives are to build and maintain transparent, respectful, and mutually beneficial relationships with stakeholders. We aim to identify and understand their interests, concerns, and expectations, incorporating their feedback into our decision-making processes. Additionally, we strive to enhance our social legitimacy, credibility, and trustworthiness.

DEFINITION OF STAKEHOLDERS

Stakeholders are defined as individuals or groups directly or indirectly impacted by HPL's business operations. Key stakeholders include employees, customers, investors, regulators, suppliers, and communities.

SCOPE & APPLICABILITY

HPL acknowledges that effective stakeholder management and engagement are crucial aspects of our business operations. These efforts foster trust and transparency while promoting sustainable development. This policy details HPL's strategy for identifying, engaging, and managing stakeholders to ensure equitable and inclusive growth.

It applies to all HPL operations, projects, and activities, covering all stakeholders, including but not limited to government bodies, regulatory authorities, customers, suppliers, community groups, employees, and investors.

POLICY PRINCIPLES

- Promote awareness among employees on listening to stakeholders and addressing their concerns appropriately.
- Assign clear roles and responsibilities for stakeholder engagement.
- Ensure senior management accountability for stakeholder actions.
- Address the expectations and concerns of all stakeholders, including marginalized and vulnerable groups.
- Define transparent and culturally appropriate communication and engagement methods.
- Use engagement methods that are transparent, inclusive, material, and culturally relevant.
- Allocate suitable resources and responsibilities for effective engagement.
- Regularly evaluate and enhance stakeholder engagement processes.
- Maintain transparency about decisions, impacts, and services affecting stakeholders and the environment.
- Disclose stakeholder engagement activities annually.
- Ensure participatory and non-discriminatory methods for healthy interactions.
- Leverage diverse communication channels to promote ESG principles and stakeholder engagement across all organizational levels.

STAKEHOLDER ENGAGEMENT POLICY FRAMEWORK

1. **Stakeholder Identification and Analysis:**
 - Conduct a stakeholder analysis to identify all potential stakeholders and understand their interests, influence, and impact on HPL's operations.
 - Categorize stakeholders based on their level of interest, expertise, influence, and dependence on HPL.
2. **Engagement Planning & Methods:**
 - Develop a clear plan detailing stakeholder engagement activities' purpose, scope, and objectives.
 - Establish timelines and methodologies for regular and consistent communication.
 - Ensure ongoing stakeholder engagement through regular consultations, effective communication via reports and digital platforms, collaborative initiatives to address shared challenges and a transparent grievance mechanism for raising and resolving concerns.
 - Respect the cultural diversity of stakeholders by ensuring engagement activities are inclusive and accessible regardless of language, literacy, or disability.
3. **Consultation and Participation:**

- Provide opportunities for stakeholders to express views and concerns through workshops, surveys, focus groups, and public hearings.
 - Involve stakeholders in decision-making processes where appropriate, particularly on matters that directly affect them.
4. **Monitoring and Reporting:**
- Regularly evaluate the effectiveness of engagement activities.
 - Report to stakeholders on how their input has influenced decisions and actions.
 - Monitor and review engagement activities regularly to ensure continuous improvement.
 - Report on stakeholder engagement outcomes and integrate feedback into business operations.
5. **Training and Capacity Building:**
- Provide staff training on stakeholder engagement principles and practices.
 - Offer capacity-building initiatives for stakeholders to enhance their ability to engage effectively.
6. **Grievance Mechanism:**
- Establish a formal process for stakeholders to raise concerns or grievances.
 - Ensure the grievance mechanism is accessible, transparent, and provides timely responses.
7. **Sustainability and Long-Term Relationships:**
- Build enduring relationships with stakeholders based on mutual trust and respect.
 - Align engagement activities with HPL's sustainability and corporate social responsibility commitments.
8. **Policy Review and Improvement:**
- Periodically review this policy to assess its effectiveness and adapt based on feedback and evolving circumstances.

RESPONSIBILITY & REVIEW

Approved by the Board of Directors of HPL, the policy will be shared with employees, stakeholders, and made accessible on our website. HPL reserves the right to vary and/or amend the terms of this Policy from time to time.

Approved and Adopted: Date

Signing Authority (Name & Designation)