



D.P. Jewellers

— A BOND OF TRUST SINCE 1940 —

A VENTURE OF D.P. ABHUSHAN LIMITED

STAKEHOLDER MANAGEMENT POLICY

Approving Authority Board of Directors of the Company
Review Cycle As may be decided by the Board

Stakeholder Management Policy

1. INTRODUCTION

- 1.1. D. P. Abhushan Limited (“the Company”) acknowledges its existence within a multifaceted landscape of diverse groups and interests. The Company functions within a comprehensive social, economic, and political framework, governed by established regulatory and institutional protocols. Consequently, the Company is anticipated to transcend mere reactivity to prevailing social, economic, environmental, and political dynamics.
- 1.2. The implementation of a proactive stakeholder relationship management policy furnishes D. P. Abhushan Limited with a structured framework for consistently fostering an understanding of mutual interests and influences, alongside the execution of strategic interventions designed to enhance alignment and cultivate mutually beneficial relationships with its stakeholders.
- 1.3. This policy facilitates the cultivation of trust, the management of expectations, the timely notification of stakeholders regarding periodic fluctuations within the land, agriculture, and Agri-processing sectors, and the alignment with governmental developmental imperatives.
- 1.4. Furthermore, proactive and substantive stakeholder engagement possesses the capacity to mitigate potential conflicts and enable the attainment of enduring outcomes and demonstrable results by all involved parties.

2. PURPOSE

This policy is designed to govern the company’s stakeholder relationship management in all its engagements, directing efforts towards the achievement of the following desired outcomes:

- Articulation of company’s value proposition to its stakeholders.
- Cultivation of a relationship characterized by care, trust, integrity, ethical conduct, and transparency, thereby promoting mutual coexistence and shared value creation with stakeholders.
- Promotion of exemplary corporate citizenship and collaborative efforts within the stakeholder community.
- Strategic management of risk, reputation, legitimacy, and relationship development to foster a sustainable future for all stakeholders.
- Enhancement of company’s governance integrity and reputation among its stakeholders.

3. OBJECTIVE

The principal objectives of this policy are:

- To establish uniformity across all business units and geographical regions concerning matters pertaining to stakeholder interests and engagement.
- To foster mutual awareness of the interests of company and its stakeholders, thereby cultivating trust-based relationships through effective engagement, predicated upon transparent and forthright communication to comprehend and address stakeholder issues and concerns.
- To proactively analyze stakeholder needs and interests in relation to those of our company, assessing their potential impact on decision-making, and consequently minimizing discrepancies in expectations and mitigating misunderstandings.
- To cultivate an environment characterized by attentiveness, empowerment, and consensus-building, thereby fostering coexistence, collaborative partnerships, and shared prosperity.

4. DEFINITIONS

In this Policy, words and expressions shall have the meaning assigned to them below:

“**Stakeholders**” refer to individuals, groups, or institutions possessing an interest in the Company or the capacity to influence its operations, whether favourably or adversely. The spectrum of potential stakeholders is broad, encompassing, for the purposes of this policy, employees, impacted communities or individuals, agricultural producers, traditional authorities, local, provincial, and/or national governmental bodies, non-governmental organizations, the academic sector, media entities, customers, suppliers, contractors, investors, regulatory agencies, special interest groups, and labour unions.

“**Stakeholder Relationship Management (SRM)**” denotes a structured and systematic process through which an organization organizes, monitors, and enhances its relationships with its stakeholders. This encompasses stakeholder identification and profiling, analysis of their needs and expectations, assessment of their influences and impact on the business, and the planning and implementation of various engagement tasks.

“**Stakeholder mapping**” serves as an analytical instrument for identifying and prioritizing key stakeholders within the Company's operational areas. This process entails identifying all individuals who possess an interest in, or are affected by, the Company. Stakeholder mapping is conducted on two distinct levels: the level of interest, pertaining to stakeholders impacted by the Company; and the level of influence, concerning stakeholders possessing the authority to establish and modify the Company's operational plans.

“**Stakeholder engagement**” refers to a process employed by organizations to interact with relevant stakeholders for a clearly defined purpose, with the aim of achieving mutually agreed outcomes. This engagement is recognized as an indispensable mechanism for accountability, as it necessitates the Company's involvement of stakeholders in the identification, comprehension, and resolution of issues and/or concerns, as well as the reporting, explanation, and justification of decisions, actions, and performance to said stakeholders.

5. MANAGING STAKEHOLDER RELATIONSHIPS

We at D. P. Abhushan, recognize that poor stakeholder relationships and mismanaged expectations, both internally and externally, pose significant risks to its business and value chain. Even indirect conflicts can directly impact operations.

6. COMMITMENT TO EFFECTIVE STAKEHOLDER ENGAGEMENT

We understand that the ability to manage stakeholder relationships effectively can be challenging for both stakeholders and the company. Therefore, our accounting executives at all levels are responsible for ensuring we have the necessary resources and support to enable all stakeholders to participate effectively in engagement processes.

7. INTEGRATING STAKEHOLDER RELATIONSHIP MANAGEMENT (SRM)

Stakeholder Relationship Management (SRM) will be embedded into company's core business processes and become a regular part of our business reporting. We are dedicated to exploring various engagement methods to foster meaningful and effective interactions with our stakeholders.

8. RISK-ADJUSTED APPROACH TO STAKEHOLDER MANAGEMENT

We will use a Risk-Adjusted Approach for stakeholder mapping, resource allocation, and engagement. This means we'll prioritize and give the most attention to stakeholder interests and influences that have the highest potential impact on our business.

9. STAKEHOLDER ENGAGEMENT RESPONSIBILITY

Each employee and stakeholder functions as a goodwill ambassador for the Company. Communication and engagement with diverse stakeholders are encouraged, provided they adhere to established policy guidelines, capacity limitations, and mandates.

The Board shall bear overarching responsibility for stakeholder engagement. Unit Managers shall be accountable for engagement at the site level.

Any individual acting on behalf of the Company in stakeholder engagements must first ensure they possess the requisite authorization. This stipulation extends to the dissemination of Company information on social media platforms by employees, suppliers, and/or contractors who have not been explicitly empowered to represent the Company.

10. MEASURING ENGAGEMENT VALUE AND OUTPUT

To ascertain the effectiveness of each engagement, D. P. Abhushan Limited shall undertake an evaluation of the outcomes of each engagement. Such assessments will be conducted annually, or as deemed necessary when communication breakdowns necessitate a reconsideration of the frequency or mode of communication employed for specific stakeholders.

The evaluation process will encompass a broad spectrum of considerations, including but not limited to the following:

- The mutual awareness and comprehension of respective interests and issues between the Company and the stakeholder.
- The extent to which relational dynamics pertaining to interests, desired outcomes, or individual personalities impacted the engagement processes.
- The clarity of articulation and subsequent execution of the objectives, scope, and process of the engagement.
- Identification of areas for enhancement in forthcoming engagement activities.

11. NON-COMPLIANCE

Non-compliance with the provisions of this policy and its associated procedures may result in substantial material, reputational, and even commercial detriment to the Company, potentially leading to disciplinary action, including dismissal.

All individuals engaging with stakeholders on behalf of D. P. Abhushan Limited are obligated to comply with this policy; non-compliance may lead to the termination of their respective contracts.

12. DISCLOSURES

The Stakeholder Management Policy shall be disclosed on the website of the Company i.e. www.dpjewellers.com.

13. POLICY REVIEW

This policy shall undergo review periodically, as circumstances necessitate, to incorporate any modifications in legal frameworks, organizational development, and prevailing economic trends.
