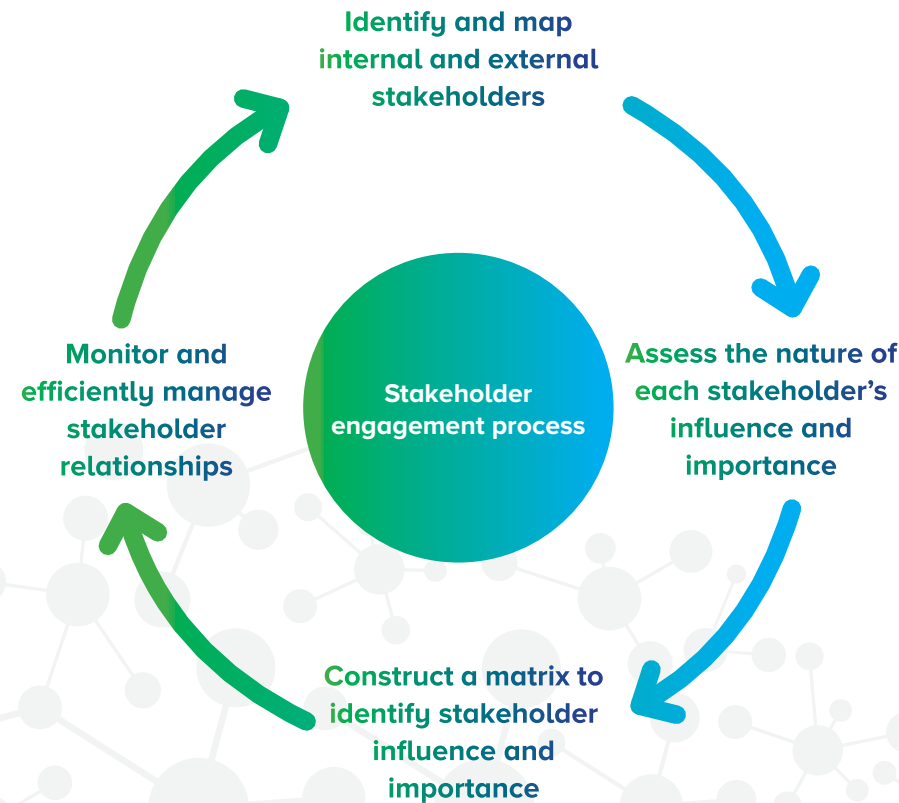


Stakeholder engagement for GFCL is a continuous process adopted by us to communicate, consult and to understand our stakeholders better – what they want and why they want it.

These are important inputs to craft our plans and actions so that we create long term value for them, thereby making them true partners in progress. In our endeavor to conduct our business in a transparent and ethical manner, we have established a robust and all-inclusive stakeholder engagement process which help us to develop a long term mutually gainful relationship.

Stakeholder Engagement policy

Over the years, we have built strong relationships with multiple stakeholders. Our aim is to achieve outcomes that are beneficial for stakeholders across the business spectrum. Our continuous interactions, communication and consultations with stakeholders enable exchange of opinions and views, allowing us to efficiently engage with them. To further strengthen our relationships, we participate in corporate social responsibility activities, community development projects and viable environmental initiatives through various social platforms to foster effective communication and better engagement with stakeholders. Additionally, we have a Stakeholders Relationship Committee to address any complaints or grievances.



Stakeholders	Investors / Shareholders	Customers	Suppliers	Employees
Value Proposition	<ul style="list-style-type: none"> Return on Investment Growth in portfolio, customer base and geography for sustained profitable business 	<ul style="list-style-type: none"> Strong Brand Quality products Competitive Price On time Delivery Technical services Required Product offerings 	<ul style="list-style-type: none"> Business continuity Capability Building 	<ul style="list-style-type: none"> Fair Wages Trustworthy relationship Well - being
Why are they important to us	<ul style="list-style-type: none"> Funding and capital investment 	<ul style="list-style-type: none"> Helps to increase market share Revenue growth 	<ul style="list-style-type: none"> Cost optimization Operational leverage Lean Manufacturing 	<ul style="list-style-type: none"> Engaged and Empowered employees drive business by achieving targets set for them Right Talent gives us competitive advantage
How do we engage with them	<ul style="list-style-type: none"> Investor meetings General Meetings Annual Report Press Briefings 	<ul style="list-style-type: none"> Customer visits by Sales and Marketing team Technical support interaction Conferences Trade fairs Product brochures and website 	<ul style="list-style-type: none"> Vendor Satisfaction surveys Vendor meetings Vendor capability webinars 	<ul style="list-style-type: none"> CEO talk Employee Surveys Joint Committee forums Company House Magazine Let's Talk and Stay interviews E-mail Communication HR Buddy Ethics Line
Key ESG concerns	<ul style="list-style-type: none"> Climate change Health and Environment protection Technology and product innovation Fair business practices 	<ul style="list-style-type: none"> Sustainability in Supply Chain and green chemistry Health and Environment protection Safety at workplace 	<ul style="list-style-type: none"> Sustainable procurement Ethical Business practices Health, safety and human rights Environmental footprint 	<ul style="list-style-type: none"> Talent Retention Local Labour market Welfare practices with regard to wellness facilities
Capital Linkage	<ul style="list-style-type: none"> Financial Relationship 	<ul style="list-style-type: none"> Financial Relationship Intellectual 	<ul style="list-style-type: none"> Financial Relationship Natural 	<ul style="list-style-type: none"> Human Financial

Stakeholders	Community	Regulatory and Government Bodies	Industry Bodies and Media	Educational Institutes
Value Proposition	<ul style="list-style-type: none"> Sustainable development of communities around our operations 	<ul style="list-style-type: none"> Policy Formulation to shape future business growth 	<ul style="list-style-type: none"> Sharing of best practices Benchmarking Collaboration 	<ul style="list-style-type: none"> Future talent supply Research and development
Why are they important to us	<ul style="list-style-type: none"> Ensuring community engagement to create lasting value for societies in which we operate 	<ul style="list-style-type: none"> To ensure business continuity we need to comply with regulations In regulated markets we have to comply with set standards and policies 	<ul style="list-style-type: none"> Understand industry trends and future needs Engage with industry colleagues to discuss matters of mutual interest including regulatory trends. Appropriate media coverage and company branding 	<ul style="list-style-type: none"> Fulfill present and future talent requirement Intellectual partnerships to undertake research and development of product and technology
How do we engage with them	<ul style="list-style-type: none"> Public Hearing Meeting with Community leaders CSR Cell engagement with community Community Development programmes and events Community Development Newsletter 	<ul style="list-style-type: none"> Participation in Seminars and events organized by the Regulatory Bodies Making representations whenever required 	<ul style="list-style-type: none"> Press Conferences Regional and national conferences and seminars of Industry Bodies Memberships 	<ul style="list-style-type: none"> Campus engagement Senior Management Lectures MOU
Key ESG concerns	<ul style="list-style-type: none"> Water availability Environment protection Pollution Prevention Employment generation 	<ul style="list-style-type: none"> Pollution Control Emission and waste management Energy efficiency Community development Compliance 	<ul style="list-style-type: none"> Transparent Disclosures and information sharing on emission, water, safety, welfare and other social accountability matters 	<ul style="list-style-type: none"> Employment opportunity Community involvement
Capital linkage	<ul style="list-style-type: none"> Social & Relationship 	<ul style="list-style-type: none"> Relationship Natural 	<ul style="list-style-type: none"> Relationship 	<ul style="list-style-type: none"> Relationship

