



KIRLOSKAR BROTHERS LIMITED

A Kirloskar Group Company

Enriching Lives

STAKEHOLDER ENGAGEMENT POLICY

1. Philosophy:

Kirloskar Brothers Limited (KBL) believe in the principle that the interest of all stakeholders must be protected and at the same time, the Company must be responsive to stakeholder concerns, especially those who are disadvantaged, vulnerable and marginalised. KBL believes that stakeholder engagement leads to increased transparency, responsiveness, compliance, organisational learning, quality management, accountability, and business sustainability.

2. Scope:

This policy is applicable to all the business divisions of KBL (hereinafter referred as "the Company") and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs, and other entities which are directly dealing with KBL either in its business operations or CSR activities.

3. Policy:

- I. The Company shall identify its stakeholders, understand their concerns, define purpose, scope of engagement, and commit to engage with them.
- II. The Company shall acknowledge, assume responsibility and be transparent about the impact of its policies, decisions, product & services, and associated operations on the stakeholders.
- III. The Company shall strive to give special attention to stakeholders in areas that are underdeveloped.
- IV. The Company shall resolve differences with stakeholders in a just, fair, and equitable manner.
- V. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

4. Implementation:

- I. The policy shall be appropriately communicated to relevant stakeholders.
- II. The Marketing Head, through the Functional Heads of the Departments / Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- III. Compliance with the Policy shall be monitored and evaluated by the Marketing Head on a regular basis.
- IV. Any grievances/ complaints with respect to violation of the policy shall be reported to the Stakeholders Relationship Committee, which shall consider and resolve the grievances of the stakeholders. Appropriate action against the wrongdoers shall be initiated against non-compliance, as applicable.



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5. General:

In case of any doubt about any provision of the policy and in respect of matters not covered herein, a reference to be made to the CHRM&C Head. CHRM&C Head in consultation with Sustainability Committee shall clarify the doubt and communicate the same to the respective person. In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction / clarification, Company Secretary shall communicate the same to the respective person / division.

6. Modification / Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For Kirloskar Brothers Limited,

Sanjay C. Kirloskar
Chairman & Managing Director

March 01, 2023