



POLICY ON STAKEHOLDERS ENGAGEMENT OF
SOLAR INDUSTRIES INDIA LIMITED

PHILOSOPHY:

The cardinal rule of Solar is “What matter to Stakeholders, matters to us”.

Solar`s Internal Stakeholders are Employees and Promoters and External Stakeholders includes;

- Suppliers
- Society
- Government and Regulatory Authorities
- Creditors
- Customers
- Investors (including Institutional Investors)

POLICY:

1. The company shall understand the concerns of its stakeholders, define its purpose and scope of engagement, and commit to engaging with them.
2. The company shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.
3. The Company shall undertake several initiatives to engage with and ensure sustainable development of the marginalised groups in the local communities around its sites of operations.
4. The company shall resolve differences with stakeholders in a just, fair and equitable manner

PUTTING INTO PRACTICE.....

1. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company`s website.
2. **Engagement with Internal Stakeholders:**
 - ✓ *For **employees**, issues such as compensation, growth, training and development are addressed by the Management and issues related to health and safety, the Company focuses on various training programmes.*

3. Engagement with External Stakeholders:

- **Society** - *The Company shall give special attention to stakeholders from under-developed areas of operations, marginalised groups in the local communities around its sites of operations. As a part of Corporate Social Responsibility, the Company will provide:*
 - ✓ *Education: “Enhancing the Quality of Primary Education”*
 - ✓ *Health: “Enhancing Preventive and Primary Care”*
 - ✓ *Sustainable Livelihood: “Enhancing Socio-Economic Stature”*
 - ✓ *Rural Infrastructure: “Enhancing Rural Civic Amenities”*
 - **Customer** - *concerns regarding cost, delivery, value added products, quality complaints and safety and environmental issues are addressed by the Company.*
 - **Shareholders & Investors** - *the Company uses the platforms of the Annual General Meeting, analyst meetings, one-on-one Interactions, press releases and investor meet with investors and address issues of financial performance, growth plans and strategy.*
 - **Suppliers** - *the Company uses medium like Site Visits and personal/ telephonic interactions with its suppliers.*
 - **Government and regulatory authorities** - *the Company uses Industry bodies/ forums for interactions with Government and other authorities.*
4. Compliance of the Policy will be regularly monitored by Sustainability Compliance Review Committee (SCRC) and any grievances/ complaints with respect to violation of the policy shall also be reported to the SCRC. The report of the SCRC will be reviewed by the CSR Committee of the Board on yearly basis.

Manish Nuwal
Managing Director &
Chief Executive Officer