



## **STAKEHOLDER ENGAGEMENT POLICY**

## POLICY ON STAKEHOLDER ENGAGEMENT

<b>Title</b>	<b>Policy on Stakeholder Engagement</b>
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<b>Authorized and approved by</b>	<b>JMD &amp; CEO</b>
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### PREFACE

Through this policy, JSW Energy Limited (“JSW”) endeavours to institutionalize a standard stakeholder engagement process to build effective relationships with its stakeholders. JSW’s aim is to understand and address stakeholder concerns and expectations and earn their trust and respect, thereby strengthening the position as one of the most sustainable Energy Company in the world. This policy is applied to \*all stakeholders. Successful implementation of this policy will help the Company to create transparent and cost-effective processes, and long-term value to all its stakeholders.

JSW, through this policy, will:

- Identify and prioritize stakeholders as those individuals, groups of individuals or organizations that affect us and/or could be affected by our activities, products or services and the associated performance.
- Create awareness amongst the employees about importance of listening to the stakeholders and appropriate addresses of their concerns.
- Demonstrate empathy towards all stakeholders and show visible and active leadership in addressing concerns and meeting their expectations.
- Deploy appropriate method of communication with the stakeholders taking into consideration language and other potential barriers. Embedding principles of materiality, transparency, inclusiveness, and completeness into the process while adopting specific approaches for consulting with all our stakeholders including local community and range of other local stakeholders.
- Establish clear roles and responsibilities for employees involved in stakeholder engagement activities along with a mechanism to include the senior management in all actions planned or executed.

- Manage business, operations and projects in a manner that protects stakeholder interests (including those who are: not influential/ disadvantaged/ vulnerable/ marginalized), upholds Company's values, minimize the negative impact and create long-term value for all stakeholders.
- Establish a mechanism at the executive level with all relevant functions to oversee all the matters concerning the firm's interaction with the stakeholders
- Provide employees with appropriate and adequate capabilities and resources to represent JSW, interact with the stakeholders, resolve issues and escalate when essential.
- Provide stakeholders with appropriate and adequate information on JSW policies and values along with necessary guidance, wherever required to uphold the sanctity of the policies and values.
- Measure, monitor and report on the various stakeholder engagement activities conducted across operations along with detailed action plans and regular updates.
- Analyze outcomes and results of the stakeholder engagement and communicate to respective stakeholders in alignment with any applicable regulatory requirements.
- Work with industry associations and regulatory bodies, to develop guidelines and best practices around stakeholder engagement in the Energy industry.
- Establish grievance mechanism\*\* for all the stakeholders including local communities and deploy adequate resources to ensure effective outcome of their concerns/ grievances.
- Communicate this policy to all the stakeholders and seek their support for the continuous development in this regard.

**-Sd -**  
**SHARAD MAHENDRA**  
**JMD & CEO**  
**JSW ENERGY LIMITED**

*\*A Stakeholder is a person, group or organization with a vested interest, or stake, in the decision-making and activities of a business, organization or project. The key stakeholders include but not limited to investors, employees, customers, suppliers, communities, governments, and trade associations.*

*\*\* The grievance can be reported through different ways – in person, letter/email or telephone through a grievance mechanism as stipulated by the company for concerned stakeholders.*

*The achievement of our aim and delivery of the improvements to achieve them will all be managed through Sustainability Framework that JSW Energy is committed to implement and maintain across all over the sites.*