



Stakeholder Engagement Policy

Astral Limited (referred to as “Astral”, “we”, “us”, “our”, “the Company” in the Policy) is the leading manufacturer of plastic pipes for the last 28 years in India, also extending scope of our business in adhesives, paints and sanitary ware. Our incredible standing in the industry and growth trajectory has outpaced due to the relentless believe and support of our stakeholders. To further strengthen this relationship, we are committed to provide long-term sustainable value through Stakeholder Engagement. We place significant emphasis on addressing the needs, interests, and expectations of our stakeholders and we attempt to achieve this through collaboration and regular interactions. Regularly engaging with both, internal and external stakeholder groups, will help us understand potential opportunities and risks and work towards effective resolutions.

Objective

This policy, referred to as the “Stakeholder Engagement Policy” (“Policy”), a foundational document within Astral, outlines the company's strategy for interacting with various key stakeholders. Recognising the importance of stakeholder engagement in fostering reliability and cultivating trust, we are committed to transparent and thorough communication with stakeholders. This dedication aims to foster collaboration and secure long-term value.

Scope

This Policy is applicable to all the stakeholders associated with Astral and its subsidiaries (if any) across all locations over the geographic spread of the organisation.

Definition

The term “stakeholder” refers to an individual or a collective entity, such as employees, customers, suppliers, vendors, communities, investors, shareholders, governmental bodies, regulatory agencies, non-governmental organisations (NGOs), industry associations, media outlets, business partners, academicians, legislators, tax authorities, and supervisory bodies, which possesses an interest that is impacted or could potentially be impacted by Astral's operations.

Stakeholder Identification

We conduct thorough stakeholder identification and prioritisation, considering factors such as inclusivity, dependence, influence, and other diverse perspectives and classify them under internal and external stakeholders.

Internal Stakeholders	Individuals or teams operating within a company who are directly involved in its operations, including both employees and contractual workers
External Stakeholders	Entities external to a business that are not employed or contracted by the business but are impacted by its decisions, including customers, suppliers, local communities that include marginalised

	and vulnerable groups, non-governmental organisations (NGOs), and governmental bodies
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The inputs of our stakeholders hold utmost significance in shaping, executing, and enhancing our endeavours towards long-term value creation. To gather and comprehend stakeholder feedback effectively, we conduct a Materiality Assessment exercise periodically. Stakeholder mapping is used to identify stakeholders, along with their perspectives, impacts, and expectations. This guides the development of tailored responses and communication strategies.

Stakeholder Engagement Principles

Astral fosters a culture of ongoing interaction with essential stakeholders by integrating principles of inclusivity, transparency, materiality, completeness, and cultural sensitivity through the following measures:

- Developing suitable engagement platforms tailored to the distinct needs of key stakeholders, with clearly articulated objectives that are documented and subject to review
- Understanding the impact on stakeholders, acknowledging their legitimate concerns, interests, and expectations
- Adhering to all legal requirements and relevant disclosure mandates
- Providing regular updates on the Company's activities
- Allocating sufficient resources and delineating responsibilities to ensure effective stakeholder engagement
- Addressing stakeholder grievances in a fair, impartial, and timely manner
- Continuously enhancing stakeholder engagement performance by exchanging best practices and fostering a culture of learning

Levels and Modes of Engagement

Stakeholder Group	Key Issues of Interest	Mode Of Engagement	Frequency Of Engagement
Employees and Workers	<ul style="list-style-type: none"> • Human rights and labour management • Performance appraisal and rewards • Training and career development • Transparency in business • Compliance with safety norm • Focus on ESG aspects • Diversity and inclusion • Employee well-being • Employee engagement and satisfaction • Talent attraction and retention • Gender pay parity 	<ul style="list-style-type: none"> • Induction Programs • Internal Communications Through Emails and Employee Portal • HR Helpdesk • Employee Grievance Procedures • Engagement Initiatives and Discussion Groups • Rest and Relaxation Programs • Employee Satisfaction Surveys • Leadership Meetings • Cultural Activities 	Ongoing and Demand-Based

	<ul style="list-style-type: none"> • Consumer demand for diamonds • Product design, creativity and quality • Innovation • Cyber security 		
Customers	<ul style="list-style-type: none"> • Focus on ESG Aspects and Non-Financial Performance • Product Provenance and Integrity • Supplier Assessments • Transparent Disclosures • Data Protection • Customer Experience • Product Design, Creativity and Quality • Innovation 	<ul style="list-style-type: none"> • One-to-One Interactions and Meetings • Customer Satisfaction Surveys • Company Website • Grievance Redressal Mechanism 	Annual and Demand-Based
Suppliers	<ul style="list-style-type: none"> • Responsible Sourcing • Product Integrity and Provenance • On-Time Performance • Ethical Practices, Anti bribery and Anticorruption • Transparency and Traceability • Responsible Business Practices • Industrial Partnerships • Supply Chain Management 	<ul style="list-style-type: none"> • Site Visits and Inspection • Regular Interactions • Vendor Quality Assessment • Vendor Performance Assessment • Supplier Meets 	Annual, Half-Yearly and Demand-Based
Communities	<ul style="list-style-type: none"> • Proactive Engagement to Solve Social and Environmental Issues • Contribution to Community Welfare • Community Relations • Craftsmanship And Skill Development 	<ul style="list-style-type: none"> • Corporate Social Responsibility Activities • Awareness Programs • Social Impact Assessment Studies 	Annual, Half-Yearly, and Ongoing Demand-Based
Investors and Shareholders	<ul style="list-style-type: none"> • Financial and Non-Financial Performance • Robust Strategy for Business Growth • Long-Term Business Value • Responsible Sourcing • Diversity and Inclusion 	<ul style="list-style-type: none"> • One-to-One Meetings • Communication Of Financial Results 	Annual, Half-Yearly, and Quarterly Demand-Based

	<ul style="list-style-type: none"> • Responsible Business Practices • Economic Impact on Producer Countries • Consumer Demand for Diamonds • Product Design, Creativity and Quality Innovation • Sustainable Finance • Legal and Regulatory Compliances 		
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Grievance

We have a robust Grievance Redressal Mechanism for stakeholders to raise any issues or concerns. Through this mechanism, we are committed towards handling and redressal of grievances from all identified stakeholders and keeping a record of grievances. We can be reached out to at co@astralltd.com for all kinds of grievances for all identified stakeholders.

Sandeep Engineer

Managing Director

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