



CHAMBAL FERTILISERS AND CHEMICALS LIMITED

Stakeholder Engagement and Advocacy Policy

Chambal Fertilisers and Chemicals Limited ("Chambal") believes that effective stakeholder engagement is necessary for achieving the goals of sustainability and inclusive growth.

In pursuit of this policy, Chambal strives to:

- (i) Systematically identify its stakeholders and engage with them in a consistent and systematic manner.
- (ii) Recognise the impact of its policies, decisions, products & services and operations on the stakeholders in a transparent manner.
- (iii) Understand the concerns and expectations of the stakeholders with special attention to those who are disadvantaged, vulnerable and marginalised.
- (iv) Respond to the concerns and expectations of the stakeholders in a just, fair and equitable manner.
- (v) Make efforts to complement and support the development priorities such as infrastructure, education, skill development, etc. at local and national levels.
- (vi) Endeavour to build capacity and awareness of stakeholders enabling them to understand, participate and provide constructive inputs aiding in decision making.
- (vii) Respect and promote awareness of human rights of stakeholders including vulnerable and marginalized sections, as specified in the Constitution of India and other laws, across its business value chain. Avoid complicity with human rights abuses by a third party.
- (viii) Integrate respect for human rights in management systems. Assess and manage human rights impacts of its business operations and ensure that all individuals impacted by its business have access to grievance mechanism.
- (ix) Engage responsibly with the government, statutory and regulatory bodies and ensure that the policy advocacy is conducted ethically.
- (x) Utilise the trade & industry chambers, associations and other such collective platforms to undertake policy advocacy.

for **Chambal Fertilisers and Chemicals Limited**

Anil Kapoor
Managing Director

Date: February 11, 2017