

STAKEHOLDER ENGAGEMENT POLICY

Purpose

The Company recognizes that active co-operation of stakeholders is essential for a strong and sustainable business performance. This Stakeholder Engagement Policy is founded on the principles of transparency and equitable treatment that favours a consultative and collaborative engagement with all stakeholders, using effective and responsive communication that makes it possible to forge relationships based on ongoing trust.

The purpose of this Policy is to embed a systematic approach to management of stakeholder engagement practices and processes across Siyaram Silk Mills Ltd (SSML) in order to maximise value for both the stakeholders and the Company. This Policy will provide guiding principles to manage the way in which the Company interacts with defined key stakeholders.

Principles of stakeholder engagement

Ethical and transparent engagement: Under this Policy, SSML shall identify and engage with all stakeholders in a systematic and consistent manner, ensuring adequate transparency.

Balancing stakeholder interest: The Company shall understand the concerns and expectations of the stakeholders and strive to protect and balance interest of all, including those coming from vulnerable and marginalized communities.

Non-discriminatory, inclusive and interactive engagement: The Company shall embed the principles of inclusiveness and non-discrimination in all engagement activities and ensure that the business value generated fairly benefits all stakeholder groups. We shall design appropriate engagement methods, assign resources and adequate responsibilities for regular, effective interactions.

Regular disclosures: We shall work towards continually improving the stakeholder engagement process and disclose all pertinent information about engagement activities regularly (at least annually)

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Stakeholder identification

We define 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. We analyse our internal and external environment to identify the internal and external stakeholders, which includes those individuals, groups of individuals and/or organisations:

- that are directly or indirectly dependent on our activities, products or services and associated performance, or on whom we are dependent in order to operate
- to whom we have, or in the future may have, legal, commercial, operational or ethical/moral responsibilities, and
- who can influence or have impact on our strategic or operational decision-making.

We classify our stakeholders into the below broad categories:



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|--|---|
| ▪ Employees (Permanent+ Contractual) | ▪ Customers |
| ▪ Workers (Permanent+ Contractual) | ▪ Vendors and Suppliers |
| ▪ Employee/ Worker/ Labour unions | ▪ Investors and shareholders |
| ▪ Senior management/ Key Management Personnel (KMPs) | ▪ Communities |
| ▪ Board of Directors (BoDs) | ▪ Government |
| | ▪ Regulatory authorities |
| | ▪ Non-governmental organisations (NGOs) |
| | ▪ Media |

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We prioritize the stakeholder engagement and communication plan according to the relevance of stakeholders to our operations or severity of our operation's impacts on them.

Stakeholder engagement framework

We engage with the above identified stakeholders through multiple channels and means of communication as part of our stakeholder engagement plan. These methods are set out in detail below in the Stakeholder Matrix and may be varied from time to time.

Stakeholder Group	Frequency of engagement	Method of engagement
Internal stakeholders- Employees, Workers, KMPs, BoDs	Ongoing engagement as required	<ul style="list-style-type: none"> ▪ Regular, direct communication between managers, teams and individuals. ▪ Digital and broadcast communications that include emails and intranet communications ▪ Culture and engagement surveys ▪ Monthly newsletters ▪ Town hall meetings ▪ Cluster and group recognition functions ▪ Familiarisation programmes for Board members
Customers	Ongoing need-based engagement/ Quarterly	<ul style="list-style-type: none"> ▪ Customer events/Conference ▪ Face to face meetings ▪ Customer satisfaction surveys ▪ Marketing and advertising activities
Vendors and Suppliers	<ul style="list-style-type: none"> ▪ Ongoing engagement as required ▪ Surveys 	<ul style="list-style-type: none"> ▪ One-on-one negotiations and meetings for finalization follow up, and after sales service. ▪ Trainings and related education
Investors and shareholders	<ul style="list-style-type: none"> ▪ Quarterly, to coincide with the release of results ▪ Ongoing, as requested by the financial media, investment analysts, and 	<ul style="list-style-type: none"> ▪ Annual General Meetings ▪ Earnings calls/Analyst Meets/Press Release ▪ Email broadcasts and intimation ▪ Individual meetings with financial media, shareholders and analysts

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	investors during open periods	
Communities	Need based/ Annually	<ul style="list-style-type: none"> ▪ Surveys ▪ Project based discussions ▪ Face to face interactions ▪ CSR activities
Government	Need based, as deemed necessary by either party	<ul style="list-style-type: none"> ▪ Need based engagements with national, state and local/ municipal officials ▪ Participation in consultative industry and sector forums
Regulatory authorities	Need based	<ul style="list-style-type: none"> ▪ Various industry and regulatory forums, meetings between regulators, and our board and management. ▪ Need-based one-on-one discussions with executive officials at prudential meetings as well as onsite meetings.
Non-governmental organisations (NGOs)	Need based	<ul style="list-style-type: none"> ▪ Company website, annual report, Group's social media handles, press releases and media statements.
Media	Ongoing need-based engagement	<ul style="list-style-type: none"> ▪ Written and telephonic interactions for business related media enquiries as and when required by both parties ▪ New product launches- events, press conferences & interviews ▪ Regular interactions to share information and respond to media requests for commentary about the Company

Accountability, implementation and monitoring

Stakeholder-specific communication channels will be handled directly by the relevant management department. All employees are accountable for managing relationships and meeting expectations of internal and external stakeholders within their areas of responsibility. The outcomes of the stakeholder engagement process shall be reviewed regularly.



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As part of the implementation process, the company will also provide appropriate trainings and assistance for capacity building of stakeholders to help them engage effectively during the engagement process and properly put forward their viewpoints.

Should a stakeholder not be satisfied with the service or assistance that they receive, they can reach out to us through the section "Contact us" on the Company's corporate website. Grievances/ opinions directly submitted by stakeholders through specific communication channels shall be notified in writing or in a face-to-face manner by confirming the head of the relevant department within at least one week.

Policy review and version history

The Stakeholder Relationship Committee shall monitor the implementation of the Stakeholder Engagement Policy and exercise an ongoing oversight of stakeholder relationship management.

The Policy shall be reviewed for its relevance once every 3 years or earlier, if required, at the discretion of the Company.

Sr. No.	Document version	Last modified by	On (date)	Approval by
1	1 st Reviewed Version	William Fernandes, Company Secretary	30/03/2023	ESG Committee on 30/03/2023
2	2 nd Reviewed Version	Mahipal Thakur, Company Secretary	26/03/2026	BRSR Committee on 26/03/2026



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