

Godfrey Phillips India Limited

Stakeholder Engagement Policy

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I. Introduction

Godfrey Phillips India Limited (hereinafter called as “GPIL” or “the Company”) is a responsible organization and acknowledges that it is not possible to create a long-term value for the Company and for its stakeholders without establishing a robust stakeholder engagement mechanism to share information regarding the Company and seek their feedback on the same. Thus, it is important for the Company to engage with its stakeholders on a regular basis to get an understanding of their needs and expectation, so that informed business strategies can be formulated aptly to promote long-term sustainable value for all stakeholders.

GPIL identifies those institutions and group as its stakeholders whose decisions and opinions have an influence on it, and at the same time, those who are affected by the Company’s operations.

Company has formulated Stakeholder Engagement Policy (hereinafter referred to as “Policy”) to formalize its stakeholder engagement process.

II. Purpose

The Company aims to foster a strong relationship with all its stakeholders by having in place a strong, bi-directional communication mechanism. It is an important mechanism to understand the larger stakeholders’ interest, opinion or views in the decision-making process while ensuring the right balance of conflicting interests and resolutions, if any, of the stakeholders.

The purpose of this Policy is to formally document and outline GPIL’s approach regarding stakeholder engagement and establish framework and guidelines for stakeholder engagement in all its activities and operations.

III. Scope

This Policy is applicable to GPIL and its subsidiaries.

IV. Objectives of Stakeholder Engagement

The Policy aims to enable the Company to identify emerging stakeholders, create a robust system and process for engaging with stakeholders, identify emerging trends and develop solutions to future challenge, identify material issues to create value for the business and stakeholders, ensure the activities meet their stakeholder’s needs, improve communication and relation and create trust and confidence in them. The Company believes that engagement with stakeholders also helps it learn about best practices in sustainable development to improve its performance in managing Environmental, Social and Governance (ESG) issues.

V. Engagement Method

GPIL believes in building a system of effective stakeholder engagement process. To this end, the Company continually engages with its stakeholders through various channels like Company Website, one-to-one

meetings, surveys, information sessions, etc. Company website i.e., www.godfreyphillips.co is one of the wholesome communication channels, which hosts all relevant and up-to-date information about the Company like its business, divisions, products, customers, investors/shareholders, etc. Further, information related to financial performance and other disclosures as required about the activities of the Company are available and get updated on the website of the Stock Exchanges i.e., National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE). Similar information is also disclosed in the Annual Report of the Company which is released post the completion of every financial year and is accessible to all the stakeholders.

GPIL's key stakeholders include:

- Shareholders, Investors
- Investor Regulatory Bodies
- Employees, Directors
- Banks, Financial Institutions, Credit Rating Agencies,
- Tobacco Farmers Communities
- Suppliers of Goods and Services
- Customers, Trade Channel Partners
- Government Authorities, Local Bodies

The frequency of stakeholder's engagement mechanisms will be a continuous and consistent process. Basis the requirement, engagement with the specific stakeholders will be at minimum annually or more. Engagement for sustainability or material ESG issues will be undertaken at a period of 3 years or more and shall be decided by the management, ESG Committee on Board.

VI. Roles and Responsibilities

Relevant management personnel dealing with the respective stakeholder are responsible for proper implementation of this Policy and it will also ensure that the stakeholder's engagement is in line with the principles outlined in the Policy.

VII. Stakeholder Feedback and Implementation

Stakeholder feedback is one of the important parts of the engagement process. Feedback received helps in curating solutions and making the overall business processes/operations more effective and transparent. Post engagement with different stakeholders, feedback is collected and shared with the respective team(s) for further analysis and implementation.

VIII. Grievance Redressal

The stakeholders may raise any grievances, concerns or queries by writing email or contacting the respective designated officials or Head of Corporate Affairs Department.

IX. Review

The Policy will be reviewed by the Head, ESG as and when it deems necessary.

X. Communication of the Policy

The Policy will be available on relevant medium of communication like intranet and corporate website

www.godfreyphillips.co.in

XI. Version Control

Version	Change Description	Date
1.0	New policy drafted	27/05/2023
1.1	Addition of new website and frequency for stakeholder engagement, Reviewer changed to head ESG	11/11/2024