

PRINCIPLE - 4

STAKEHOLDERS ENGAGEMENT

Alembic believes that an effective stakeholder engagement process is necessary for achieving its goal of sustainable, scaleable and inclusive growth. It is our intent to ensure appropriate and meaningful consultation throughout all components of our business.

Alembic is committed to:

- Fulfilling stakeholder expectations in just, fair, and inclusive manner;
- Disseminating relevant information in a timely, transparent, and accurate manner;
- Engaging with stakeholders to understand their expectations and concerns and communicate Company's expectations from them; and
- Instituting appropriate grievance redressal mechanism for all stakeholders.

Policy

The Company shall develop and adopt a comprehensive stakeholder engagement framework detailing mutual expectations, mode and frequency of engagement, and specific obligations towards each stakeholder. The Company strives to record and resolve all grievances raised by stakeholders.

The Company endeavours to engage with stakeholders on following principles:

1) Stakeholder Identification and Analysis

Identifying stakeholders as well as their interests, level of expertise and level of influence is crucial for successful stakeholder engagement and for allocating Company resources as efficiently as possible.

While identifying the stakeholders, consideration to the economic, environmental and social impacts will be observed and accordingly objectives and parameters of engagement are set and identification and prioritization of stakeholders with whom to engage is made.

While identification and engagement with stakeholders is a continuous process, the Company has identified its key stakeholders and they inter alia include employees, shareholders, vendors, doctors, healthcare practitioners, patients, government, regulators and the communities in which the Company operates.

2) Information Disclosure

Communicate information to stakeholders early in the decision-making process and in which that are meaningful and accessible.

3) Grievance Redressal

Institute a comprehensive grievance redressal mechanism with time-bound resolution of all grievances raised by the stakeholders.

4) Engaging on Identifying ESG Issues

Strive to adopt a broad-based consultative approach in identifying and prioritizing critical ESG material topics. The Company shall take appropriate steps to consult with relevant stakeholders on ESG issues, inform them of its performance and aspirations, and take feedback for continuous improvement.

5) Vulnerable and Marginalized Stakeholders

Identify vulnerable and marginalized stakeholders and take appropriate measures to protect their interests and promote their wellbeing.
