



STAKEHOLDER ENGAGEMENT POLICY

I. SCOPE

Bikaji Foods International Limited (hereinafter referred to as the “Company”), prioritizes stakeholder engagement as essential to our operations. The Company’s Stakeholder Engagement Policy (“Policy”) guides us in identifying and managing relationships across various interests. We emphasize open communication and transparency to understand and respond to stakeholder needs effectively. This approach fosters mutual trust and supports sustainable business practices.

II. OBJECTIVE

The objective of this Policy is to define the Company’s stakeholder engagement framework. By actively engaging with stakeholders, we gain valuable insights into their needs and concerns, enabling us to identify and mitigate risks proactively. This approach supports effective risk management and strengthens relationships with stakeholders, contributing to sustainable business practices.

III. APPLICABILITY

This Policy applies to all the operational business units within the Company.

IV. STAKEHOLDER ENGAGEMENT PROCESS

The Company incorporates the following elements into its stakeholder engagement process:

- Defining a planned approach for stakeholder engagement, including the identification and prioritization of stakeholders;
- Stakeholders are identified from a comprehensive list of individuals and groups whose interests are directly impacted by the Company’s activities across the value chain;
- Common stakeholder groups include business partners, civil society organizations, customers, employees, governments, local communities (including vulnerable groups), NGOs, shareholders, investors and suppliers, etc.;
- Prioritizing stakeholders within each group based on the impact that the Company has on them and their influence on the Company's operations;
- Engaging directly with stakeholders, including vulnerable groups and addressing language and other probable barriers;
- Incorporating principles of materiality, transparency, inclusiveness and completeness into the process, with tailored approaches for consulting stakeholders;
- Establishing clear accountability and dedicating sufficient resources to ensure effective engagement outcomes, while considering risks, such as disruptive stakeholders, participation fatigue, etc.;

- Providing training and capacity building on engagement methods to staff involved in stakeholder engagement process;
- Analyzing the results of stakeholder engagement and communicating the findings to the stakeholders in line with the regulatory requirements and guidance from global standards for stakeholder engagement frameworks.

V. GRIEVANCE MECHANISM

The Stakeholders are encouraged to communicate any grievances through the dedicated channels provided by the Company. They can utilize the “Contact Us” section on Company’s official website at www.bikaji.com or reach out through an e-mail at whistleblower@bikaji.com.

Additionally, local stakeholders have the option to directly contact with unit human resources head at their respective locations is also available. This approach ensures that concerns are promptly addressed and resolved in alignment with our commitment to effective stakeholder engagement and responsiveness.

VI. GOVERNANCE STRUCTURE

Individual department heads are responsible for conducting stakeholder consultations within their respective groups. At manufacturing locations, stakeholder engagement processes are overseen by the unit heads. Overall supervision of stakeholder engagement at the corporate level rests with the head of the human resources function.

Briefings on key concerns arising from stakeholder engagement are annually provided to the Board of Directors through the Corporate Social Responsibility Committee and Risk Management Committee.

VII. AMENDMENT

The Board of Directors of the Company, in consultation with the management of the Company can amend this Policy, as and when deemed fit. Any or all clauses of this Policy would be subject to revision/ amendment in accordance with the Rules, Regulations, Notifications etc., on the subject, as may be issued by relevant statutory authorities, from time to time. In case where any amendment(s), clarification(s), circular(s) etc., issued by the relevant authorities are not consistent with/ are in addition to/ are in derogation of the provisions laid down under this Policy, then such amendment(s), clarification(s), circular(s) etc., shall prevail upon the provisions of this Policy and this Policy shall stand amended accordingly from the effective date, as laid down under such amendment(s), clarification(s), circular(s) etc.