



Policy covering Stakeholder Engagement and Inclusiveness

SUBJECT/ TITLE: Policy covering Stakeholder Engagement and Inclusiveness for Ingersoll Rand (India) Limited (Principle 4 with respect to NGRBC's principles)

This page is a record of all revisions of the Procedure or Work Instructions.			For convenience, the nature of the revision is briefly noted, under the remarks column here below. Unless otherwise stated, any revisions revision/s should be implemented effective the date the Board of Directors of IRIL approves this policy.		
REV.	BY	PAGES	REMARKS		
00	Pramod Hegde	1	Original Release (reported @		
REV.	ISSUED BY		APPROVED BY		APPROVAL DATE
00	Mr. Pramod Hegde		Board of Directors of IRIL		May 25, 2023

Principle 4: Stakeholder Engagement and Inclusiveness

At Ingersoll Rand India Limited (IRIL), we recognize that stakeholder engagement is an integral part of our business operations and will continue to periodically engage with them to enhance their interests across the evolving regulatory and ESG landscape. To maximize effect and produce value-generated outcomes, we will work to align our business activities and strategy with our stakeholder interests. Through periodic stakeholder engagement, we strive to maximize the positive impact and minimize the negative impact of our products, processes, and operations on our stakeholders, especially, where relevant, those who may be vulnerable and marginalized as per SEBI definition.

Scope

This policy is an overarching approach for engaging with our stakeholders. This policy outlines our stakeholder engagement process. This process is applied consistently throughout our operating locations.

While conducting stakeholder engagement for any business purpose, it is advisable to use this policy.

Our Policy

1. The Company constantly endeavors to transparently disclose material information to its stakeholders about the impact of policies, decisions, products and associated operations on all stakeholders, and the natural environment, as recommended by statutory guidelines.
2. The Company strives to develop a framework for stakeholder identification, identification of stakeholder expectations and concerns through consultations. Further, the company aspires to integrate the stakeholder participation and feedback into its mechanism for proactive identification, assessment, management, monitoring and reporting of identified and prioritized risks. Subject to compliance with applicable regulations, the Company consistently adapts, adopts, and aligns its organizational strategies to resonate with stakeholder priorities.
3. The Company understands and addresses evolving concerns of stakeholders, including conflicting and marginal interests, in a fair, constructive, and equitable manner. The Company provides a secure mechanism to stakeholders to disclose any unethical and improper practices taking place in the Company for appropriate action.
4. This policy underpins the Company's efforts to remain a competitive and sustainable Company, enhancing operational effectiveness and creating wealth for employees, shareholders, and stakeholders.

Stakeholder Identification

IRIL defines stakeholder as persons or groups of persons that are directly or indirectly impacted by the organization's operations or can influence the outcomes of the organization's business operations.

Our key stakeholder groups include;

- Employees and workers
- Customers
- Suppliers
- Investors and shareholders
- Regulatory and government agencies
- Distributors or channel partners

- Communities/CSR beneficiaries
- Implementation partners

Stakeholder Engagement Methodology

Consultation with stakeholders on E, S, and G topics are delegated to the departments within the organization who are also responsible for engaging with stakeholders continually. The most appropriate engagement tools and methods range from written communications, one-to-one meetings, feedbacks, information sessions, joint projects, surveys, focus group discussions etc.

We strive to abide by the following when engaging with any stakeholder groups;

1. Define the Scope of stakeholder engagement: Determine the objective, process, and mode of engagement. For effective stakeholder participation, establish explicit accountability with defined roles and responsibilities. Ascertain that sufficient resources are available for conducting stakeholder engagement.
2. Maintain transparency: Careful planning and preparation are required to comprehend the stakeholder profile and enable the stakeholder to engage in open and honest discourse. Check the accuracy, completeness, and integrity of the information exchanged with all stakeholders. Develop long-term relationships based on ethics, honesty, sustainable development, human rights adherence, and care for the communities impacted by our different endeavors.
3. Promote Feedback: Encourage stakeholders to submit feedback on IRIL's services and efforts. Ensure that stakeholder complaints are addressed in a timely manner.
4. Effective Communication: Communicate significant sustainability-related projects and their outcomes to all specified stakeholder groups via yearly integrated/sustainability reports, newsletters, websites, and meetings, among other methods. Improve stakeholder involvement by communicating on time, consistently monitoring feedback, and taking remedial action (as needed).

Communication of the Policy

This policy is made publicly available on our website. Hard copies of the policy are made available at all our operating units.