

## **Haldia Petrochemicals Limited**

### **INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT POLICY**

#### **Background & Purpose**

Haldia Petrochemicals Limited (also known as "the Company," "HPL," or "We") is committed towards conducting business responsibly in recognition to the social and economic development concerns and builds upon the national and local sustainable development agenda. We believe inclusive growth is achieved through strengthening our communities including local suppliers and fostering innovations that address a plethora of environmental and social needs.

#### **Scope**

The Inclusive Growth and Equitable Development Policy is applicable to Local community members, Value-chain partners, Board of Directors, Key Managerial Personnel, Employees (permanent and temporary) and Workers (permanent and temporary) responsible to uphold HPL's commitment for inclusive and equitable growth and development

#### **Policy Commitments**

HPL understands the impact of inclusive growth and equitable development on social and economic development and is committed to respond through appropriate action to minimise negative impacts. The Company makes efforts to complement and support the development priorities for the surrounding communities. To deploy this commitment, the Company hereby implements a range of guidelines, as outlined here:

- Adhere to local, regional, and national legislative requirements.
- Assess, measure, and understand the positive and negative impacts of its operations on social and economic development and respond through appropriate action to prevent and mitigate its undesirable impacts on the society.
- Meet the national and local development agenda by engaging, collaborating, and seeking feedback from all concerned stakeholders especially vulnerable communities to identify their environmental and social concerns and mitigate them through its CSR programmes.
- Innovate and develop products, technologies and processes that promote the well-being of all segments of the society, including vulnerable and marginalized groups.

- Enhance procurement of goods and services especially from vulnerable communities where feasible.
- Respect all forms of intellectual property and traditional knowledge and make efforts at the same time to ensure that benefits derived from their knowledge are shared equally and impartially.
- Make efforts to complement and support the development priorities at local and national levels and assure appropriate resettlement and rehabilitation of communities who have been displaced owing to business operations monitor, measure and review progress against the policy on a periodic basis.
- Ensure appropriate actions to minimize any adverse impacts that it has on social, cultural and economic aspects of society including arising from land acquisition and use, construction of facilities and operations.

### **Implementation and Monitoring**

- The Policy is communicated to all concerned employees and workers responsible to implement inclusive and equitable growth and development, across all departments, functions, teams, and verticals, and is also displayed on the Company's internal communication portals.
- Adherence and compliance with the Policy shall be monitored and evaluated by the concerned Functional Heads of the Departments / Unit Heads of the Company at regular intervals.
- All grievances / complaints with respect to breach of the Policy shall be reported to the Company Secretary and subsequently to the Whole-time Director & CEO, for effective redressal of the grievances.

### **Review and Amendment**

This Policy shall be reviewed and evaluated as and when required to establish and confirm that it meets the objectives of the relevant legislation and remains effective. The Whole-time Director & CEO has the complete right to make amendments to this Policy in whole or in part, at any point of time without assigning any reason, whatsoever.

Place: Kolkata

By order of the Board of Directors

Date: 09.07.2024

Sd/-

Whole-time Director & CEO