	<b>MANORAMA INDUSTRIES LIMITED</b>	Document No	MI/POL/78/00
	<b>INDIA</b>	Issue Date:	01.09.2023
	<b>POLICY ON COMMUNITY RELATIONS</b>	Page 1 of 2	

### 01. OBJECTIVE

MIL seeks to develop mutually beneficial relationships with host communities, governments and other key stakeholders. We are committed to contributing to sustainable development; and upholding and promoting fundamental human rights where we do business wherever we operate, through open and constructive engagement, based on mutual respect and trust.

### 02. SCOPE

This policy is applicable to the nearby communities, governments, Tribal Communities and other key stakeholders.


### 03. RESPONSIBILITIES

Human Resources Department  
Concerned Department HODs

To attain this vision, MIL is committed subject to compliance with relevant legislation-

- a. respecting local traditions, human rights, interests, cultures, perspectives and special connections to lands and waters of surrounding communities, which includes minority and marginalised peoples, indigenous peoples and other people groups that exhibit the commonly accepted characteristics of indigenous peoples (as defined by the International Labour Organisation);
- b. adopting and applying culturally appropriate engagement and consultation processes with communities and other key stakeholders, that also ensure the meaningful and fair participation of indigenous peoples in these processes;
- c. timely and on-going engagement with stakeholders through appropriate systems that provide the platform for dialogue and for understanding stakeholder views and for understanding our impacts on those around us in accordance with MIL;
- d. work to obtain the consent of surrounding communities (using appropriate mediation and capacity building processes where necessary) and in accordance with MIL's Standards for new projects (and changes to existing projects), including where projects are located on lands traditionally owned by or under customary use of Indigenous Peoples and are likely to have significant adverse impacts on Indigenous Peoples;
- e. pursuing formalised partnerships with governments, local bodies and other stakeholders to capitalise on synergies that may exist to facilitate well designed and effectively delivered community development of the areas in which we operate, which may include, but is not limited to poverty alleviation, social, economic and infrastructural development;
- f. prioritising local procurement and employment and measuring our contribution to local economic development
- g. deploying effective social and environmental risk and impact management strategies;
- h. continually improving social management systems to ensure that our social performance obligations are met;
- i. reporting our social performance to internal and external stakeholders, in a timely and transparent manner.
- j. designing and developing appropriate closure processes through constructive engagement with stakeholders;
- k. stipulating that our suppliers and contractors conduct themselves in accordance with our policies, standards and guidelines.

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	<b>POLICY ON COMMUNITY RELATIONS</b>		Page 2 of 2

- I. ensuring that clear grievance mechanisms are in place in order that community grievances are received, reviewed and dealt with as expeditiously as possible;

**Manorama Industries Limited**



**Mr. Gautam Kumar Pal**  
**Director**  
**01.09.2023**

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