



## **Stakeholder Engagement Policy**

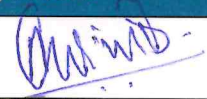


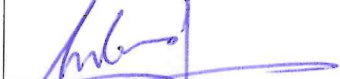
### **Adani Airport Holdings Limited (AAHL)**

Human Resources	 <b>Stakeholder Engagement Policy</b>	Doc No: HR/PLCY/03
		Revision No: Original Version
		Issue Date: 01-04-2024

### Document Control & Version Control

Document No	HR/PLCY/03
Overall Process Owner	Human Resources
Effective Date	1 <sup>st</sup> April 2024

### Document Approval

Activity	Name	Signature
Proposed By	Anurag Dwivedi HR Head – AAHL Corporate	
Reviewed by	Jay Amin Head – Legal Airports	
Reviewed by	Sandeep Batra Head HR - Airports	
Approved by	Arun Bansal CEO - AAHL	

<b>Human Resources</b>	 <b>Stakeholder Engagement Policy</b>	<b>Doc No: HR/PLCY/03</b>
		<b>Revision No: Original Version</b>
		<b>Issue Date: 01-04-2024</b>

AAHL believes that engagement with stakeholders is key to understanding their needs, working with them to minimize risks, maintaining social legitimacy, improving credibility, and gaining their trust.

AAHL identifies its stakeholders as groups and individuals, who can influence or/ are impacted by our operations/ activities, change in technology, regulations, market and societal trends either directly or indirectly which comprise of communities, employees, supply chain partners, customers, investors, regulators and civil society organizations for all its operations. We commit to engage openly and authentically with our stakeholders to enhance cooperation and mutual support for a sustainable relationship.

To achieve this, all airports managed by AAHL will:

- Conduct all their business operations with integrity and in alignment with our values to enhance sustainability by identifying current business trends and potential opportunities, working in partnership on future challenges by always operating within legal framework, anticipating future legal requirements, and towards AAHL's ESG ambitions and goals
- Earmark organization's resources strategically for stakeholder engagement as per identified key stakeholders' level of interest, expertise, their influence, integrity, willingness to engage with us, their expectation, dependence on us and intrinsic worth of engagement
- Enhance stakeholder relations with transparency, non-discrimination, mutual trust, and cooperation to augment our social status through acceptance of our activities and decisions; nurturing a transparent corporate culture to fulfil stakeholders' needs and Adani Group's aspiration of nation building
- Increase credibility of the organization by addressing conflicts before they emerge as risk to business by addressing key concerns and ensuring learnings are integrated into daily operations/ activities
- Identify Indigenous/ vulnerable communities surrounding our project sites and respecting their rights to economic, social, and cultural wellbeing and development
- Develop guidelines and best practices by establishing knowledge consortium with industry associations and regulatory bodies for stakeholder engagement at all airports managed by AAHL; promote awareness through training, communication, and capability development of identified stakeholders
- Improve performance through stakeholder engagement, targets review, outcomes monitoring, sharing of good practice and learning from the engagement process for disclosure
- The process of employee engagement is as important as the content on which the engagement is done. Therefore, the organization will lay down different channels for employee engagement, along with the frequency and format of the interactions. These channels include, but are not limited to the following:
  - Periodical informative emails from business leaders
  - Town Halls at suitable frequencies
  - Employee Get Together on suitable business and cultural occasions
  - Structured performance review discussions

<b>Human Resources</b>	 <b>Stakeholder Engagement Policy</b>	<b>Doc No: HR/PLCY/03</b>
		<b>Revision No: Original Version</b>
		<b>Issue Date: 01-04-2024</b>

- Structured discussions on career options
  - Forums to address grievances and viewpoints
  - Periodic meetings
- It is specifically clarified that stakeholder engagement with respect to employees shall be a 3-way communication process involving the employee, their supervisor and the relevant management leadership

The policy shall be reviewed periodically for its appropriateness and updated as necessary.

-----End of the document-----