

Stakeholder Engagement Policy

Adani Energy Solutions Limited (AESL) believes that engagement with stakeholders is key to understanding their needs, working with them to minimize risks, maintaining social authenticity, improving credibility, and gaining their trust.

AESL identifies its stakeholders as groups and/or 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 genuinely with our stakeholders to enhance cooperation and mutual support for a sustainable relationship.

To achieve this, all business divisions under AESL, its subsidiaries and joint ventures will follow the Stakeholder Engagement Policy framework:

- Stakeholder Identification and Analysis:

- Map out all potential stakeholders, including but not limited to government bodies, regulatory authorities, customers, suppliers, community groups, and employees.
- Conduct a stakeholder analysis to understand their interests, influence, and the level of impact the AESL's operations have on them.

- Engagement Planning:

- Develop a clear plan that outlines the purpose, scope, and objectives of stakeholder engagement activities.
- Establish a timeline and methodology for engagement, ensuring regular and consistent communication.

- Information Disclosure:

- Ensure transparency by providing stakeholders with relevant, accurate, and timely information about the AESL's operations, projects, and decisions.
- Utilize various communication channels to disseminate information, such as public meetings, reports, websites, and social media.

- Consultation and Participation:

- Create opportunities for stakeholders to express their views and concerns through workshops, surveys, focus groups, emails, meetings, letters and public hearings.
- Actively involve stakeholders in decision-making processes where appropriate, particularly in matters that directly affect them.

- Grievance Mechanism:

- Establish & maintain a formal process for stakeholders to raise concerns and grievances about the AESL's operations, dealings and/or projects.
- Ensure the grievance mechanism is accessible, transparent, and provides timely responses to complaints.

- Monitoring and Reporting:

- Regularly monitor and evaluate the effectiveness of stakeholder engagement activities.
- Report back to stakeholders on how their input has influenced decisions and actions.

Stakeholder Engagement Policy

- Training and Capacity Building:

- Provide training for staff on stakeholder engagement principles and practices to ensure they have the necessary skills and knowledge.
- Offer capacity-building initiatives for stakeholders, particularly those who may lack the resources to effectively engage.

- Policy Review and Improvement:

- Periodically review the Stakeholder Engagement Policy to assess its effectiveness and make improvements based on feedback and changing circumstances.

- Cultural Sensitivity and Inclusivity:

- Recognize and respect the cultural diversity of stakeholders, ensuring that engagement activities are inclusive and accessible to all, regardless of language, literacy, or disability.

- Sustainability and Long-term Relationship Building:

- Aim to build long-term relationships with stakeholders based on mutual trust and respect.
- Align stakeholder engagement activities with the AESL's sustainability goals and corporate social responsibility commitments.

This policy is endorsed by the Board of Directors of AESL and will be communicated to all employees, stakeholders, and made publicly available on our website.