

SOLARA ACTIVE PHARMA SCIENCES LIMITED

STAKEHOLDER ENGAGEMENT POLICY

Document History		
Version	Status	Date
1.0	Effective	27.03.2023
Next Revision Date: 27.03.2025		

Purpose:

The purpose of this policy is to confirm that stakeholder engagement is an essential part of business operation at Solara. It is an important mechanism to understand the stakeholder's concerns, involve them in managing risks and resolving issues at an early stage, thus ensuring long term sustainability of our business. In order to achieve this, we shall:

1. Systematically identify its stakeholders and understand their concerns
2. Define purpose and scope of engagement and design appropriate engagement methods and plans
3. Assign adequate resources and responsibilities for effective stakeholder engagement
4. Imbibe principles of inclusiveness and transparency in all its engagement
5. Carry out stakeholder engagement and allow stakeholders to provide feedback and engage positively in its business operations
6. Acknowledge and assume responsibility about the impact of M/S. SOLARA's policies, decisions, products, services and associated operations on the stakeholders
7. Resolve stakeholder grievances in a fair, equitable and timely manner
8. Proactively engage with and respond to those that are disadvantaged, vulnerable and marginalized and give special attention and develop special initiatives in relation to stakeholders in areas that are underdeveloped

Scope:

The policy is applicable to all the Sites and Offices of Solara

Definition:

Stakeholder group is a group of people or individuals, that could be affected by the implications of decision and that can directly or indirectly influence the decision and consequences of the company.

Responsibility:

Company shall ensure, frequent interaction with various stake holders, develop/improve grievance mechanism to address concerns affecting the stakeholders and the business, in a time bound manner.

Violation of Policy:

Violations of this policy by Company employees can lead to disciplinary action up to and including termination. Disciplinary actions may include immediate termination of employment at the Company's sole discretion. Where the Company has suffered a loss, it may pursue legal actions against the individuals or entities responsible

Administration and Review of the Policy:

The Managing Director shall be responsible for the administration, interpretation, application, and revision of this policy. The policy will be reviewed and revised as and when needed.