

Policy on Stakeholder Relationships

1. Philosophy

To provide and create value for all stakeholders namely our customers, employees, suppliers, shareholders/ investors, contractors, suppliers, business partners, regulators and communities.

2. Scope

This Policy covers all the key departments/functions for carrying out stakeholder engagement with the identified stakeholders. Each department at different location is required to carry out stakeholder engagement in accordance with this policy to nurture the Company's stakeholder relationships.

3. Policy Objective

- a. Respect the interest of and be responsive towards all stakeholders.
- b. Systematically identify the stakeholders and understand their expectations and concerns.
- c. Ensure that freedom of choice and free competition is not restricted by the Company.
- d. Ensure resolution of any differences with stakeholders in a timely, just, fair, and equitable manner.
- e. Enable all stakeholders benefit fairly from the value creation by the Company's business.
- f. Encourage consultation and participation from our employees, contractors, and other stakeholders to improve the positive impacts from our business.
- g. Ensure that we engage and manage stakeholders through regular engagement and effective grievance management processes and comply with disclosure requirements
 - Empower employees to be responsive, accountable and empowered to address stakeholder grievances.
 - Monitor grievances for resolution within appropriate timelines and escalate any pending grievances appropriately.
 - Implement improvements in policies and processes as needed based on the stakeholder feedback.
- h. Work towards creating positive impacts on those stakeholders who are disadvantaged, vulnerable and marginalized and further enhance outcomes through its corporate social responsibility activities.

4. Implementation

- a. This policy will be available on the Company's website www.nesco.in
- b. The policy will be reviewed by the Board of Directors at regular intervals as it may deem fit.

1st Version of the Policy approved by the Board of Directors at its meeting held on 13th February 2024.