

MOLD-TEK PACKAGING LIMITED

RESPONSIVE POLICY TOWARDS STAKEHOLDERS

Mold-Tek Packaging Limited (MTPL) recognizes that stakeholder engagement is an essential part of business operation. 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.

1. In order to achieve this MTPL shall:

- i. Systematically identify its stakeholders and understand their concerns.
- ii. Define purpose and scope of engagement and design appropriate engagement methods and plans.
- iii. Assign adequate resources and responsibilities for effective stakeholder engagement.
- iv. Imbibe principles of inclusiveness and transparency in all its engagement.
- v. Carry out stakeholder engagement and allow stakeholders to provide feedback and engage positively in its business operations.
- vi. Acknowledge and assume responsibility about the impact of MTPL's policies, decisions, products, services and associated operations on the stakeholders.
- vii. Resolve stakeholder grievances in a fair, equitable and timely manner.
- viii. 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.

2. Applicability

This policy is applicable to all offices of MTPL.

3. Affirmation of the Policy

This policy is communicated to all employees in an appropriate and meaningful manner. The Company shall report on the status of its adoption of this policy as statutorily required. The Company shall encourage its business associates and partners to abide by this policy.

4. Violation of the 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.

5. Our Stakeholder Engagement Process

Our engagement process requires us to identify and prioritise material issues with every appropriate stakeholder. Ongoing engagement is achieved through a number of different channels. These may include:

Stakeholder type	Engagement method
Customers/Consumers: Buyers, Shoppers and consumers(current and potential), visitors, etc.	– Promotion of sustainability programmes and initiatives – Customer engagement meetings – Face-to-face meetings with our employees in asset management and investment – Customer newsletters

<p>Communities Our neighbours and those who live and work in the areas we do business:</p> <ul style="list-style-type: none"> - Local residents - Local businesses - Local schools and colleges - Local and national charities - Community groups and Local Government - Vulnerable groups of society, disadvantaged, and marginalized 	<ul style="list-style-type: none"> - Community employment and education programmes - Local resident consultation - Designated Community Liaison Managers - Corporate Social Responsibility Activities - Identify communities and other stakeholders associated with its operations and/or in its neighbourhood and actively engage with them throughout the life cycle of its operations. <p>Refer: http://www.moldteckpackaging.com/investors.html</p>
<p>Employees:</p> <p>Those who are directly employed by our business</p> <p>Partners Those who have a direct working or contractual relationship or share a mutual interest with us:</p> <ul style="list-style-type: none"> - Joint venture partners - Service providers and their employees - Suppliers and their employees - Shareholders and Bondholders - Local and central Government - NGOs - Trade bodies - Industry organisations 	<ul style="list-style-type: none"> - Internal communications - Employee engagement survey - Team meetings - Company conference and Group workshops - Employee forum - Whistleblowing helpline

6. Associations with Organizations, etc.

- 1) The Associated Chambers Of Commerce & Industry of India
- 2) Andhra Chamber of Commerce
- 3) The Plastics Export Promotion Council
- 4) The All India Plastics Manufacturers Association

For Mold-Tek Packaging Limited

Sd/-

J Lakshmana Rao

Chairman & Managing Director
