

Stakeholder Engagement Policy

Objective:

The Policy's purpose is as follows:

- To establish a mode of communication and strategy for engaging Stakeholders who have an impact on and influence its long-term vision and goals
- To provide direction on how the Company shall engage Stakeholders to strengthen and maintain relationships with them further identify opportunities and risks arising from Stakeholders' material issues
- To aid in making long-term, strategic decisions
- To build a relationship of trust and convey the Company's commitment towards their valued Stakeholders.

Scope & Applicability:

This Policy sets out principles for engaging with its Stakeholders and is a part of the Company's operating philosophy, policies, standards, and values. This Policy would be applied globally across all regions.

Definitions/Key Terms:

- a. Company – Company means “PDS Limited”.
- b. Policy – Policy means the current policy on Stakeholder Engagement, including amendments, if any, from time to time.
- c. Stakeholders – Means those individuals, groups of individuals or organizations that impact and/or could be impacted by our organization's activities, products or services and associated performance. Includes Government and Regulatory Authorities, Employees, Customers, Suppliers, Investors and Shareholders, NGOs.

Background / Context

PDS Limited recognizes the significance of active Stakeholder engagement towards driving business growth and value. The Company understands that it is vital to know about the Stakeholders' needs, expectations and matters of concern to build a relationship of trust and mutual growth. This Stakeholder Engagement Policy (the “Policy”) encourages a consultative and collaborative engagement with all Stakeholders through accessible and functional communication that enables ongoing trust-based relationships. The Policy is to be read in conjunction with other internal Policies of the Company.

Roles & Responsibilities:

- Stakeholders Relationship Committee: Address grievances of shareholders and other security holders; review and recommend amendments in the policy, if any to the Board of Directors for necessary approval.
- Business Heads & Key Managerial Personnel: Approve information/circulars before official circulation.
- Employees: Participate in trainings and adhere to the Policy.

Procedures/Implementation:

The Company's mode of engagement includes various channels and means of communications determined by each specific Stakeholder group as stated below:

Stakeholder Group	Engagement Channel
Government and Regulatory Authorities	<ul style="list-style-type: none">• Industry Bodies/Forums• Corporate Presentations/Reports• Written/Email Communication• One-to-One Meetings
Customers	<ul style="list-style-type: none">• Customer Meets• Personal/Telephonic Interactions• Media Campaigns and Advertising• Knowledge Seminars and Events• Digital Platforms• Social Media• Feedback Survey• Email Communication
Investors and Shareholders	<ul style="list-style-type: none">• Annual Report and Sustainability Report• Annual General Meeting• Disclosures• Conferences, Seminars• Investor Meets, Conference Calls• Investor Presentations• Website• Email Communication• Media Releases
Suppliers	<ul style="list-style-type: none">• Visits and Personal/Telephonic Interactions• Supplier Onboarding Session• Trainings• Email Communication

Employees	<ul style="list-style-type: none"> • Meetings • Email Communication • Employee Survey • Trainings • Orientation/Induction Programme • Town Halls • Learning Initiatives • Rewards and Recognition • Exit Interviews
Business associates, Dealers & Vendors	<ul style="list-style-type: none"> • Online, One-to-One Meeting • Conferences and Forums • Written/Email Communication

Compliance & Consequences:

The Company will formulate a Stakeholders Relationship Committee to address the redressal of grievances of Shareholders and other Security Holders.

Training and Communication: The Company will ensure awareness and adherence to this Policy through the following measures:

- All relevant employees would receive a mandatory training regarding the implementation and adherence to the Policy.
- The Policy shall be made publicly available on the Company's website to ensure transparency and accessibility to all stakeholders.
- Any information/circulars to be published regarding the Company's operation, and other matters will be approved by the respective Business Heads and Key Managerial Persons before being officially circulated.

Related Documents/References:

This Policy should be read in conjunction with the following documents:

- Code of Conduct and Ethics Policy.
- Vigil Mechanism and Grievance Redressal Policy.
- Annual Report and Sustainability Report of the company.
- Stakeholder Relationship Committee Charter.

Contact Information:

The details of channels through which Stakeholders can register their complaints are given below:

Channel	Link
Ethics Hotline	https://pdsLtd.com/ethics-hotline/

Email	whistleblower@pdsLtd.com
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Ownership and Review:

Ownership: This Policy shall be owned and monitored by the Board of Directors of the Company through the Stakeholders Relationship Committee.

Review: The Stakeholders Relationship Committee shall review the Policy at least annually, any amendment to the same shall be communicated by the Stakeholders Relationship Committee to the Board of Directors of the Company to obtain further approval.

Version History:

Version No.	Approved on	Created by	Approved by
1.	March 28, 2023	Business & Compliance Team	Board of Directors

