



Premier Road Carriers Limited  
*Stakeholder Engagement Policy*

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## ***Stakeholder Engagement Policy***

Premier Road Carriers Limited believes that engaging with stakeholders is critical to understanding their needs, collaborating with them to reduce risks, preserving social legitimacy, boosting credibility, and gaining their trust.

PRCL defines stakeholders as groups and individuals who can influence or are influenced by our operations/activities, changes in technology, regulations, market and societal trends, either directly or indirectly, and include communities, employees, supply chain partners, customers, investors, regulators, and civil society organisations. We commit to communicating freely and authentically with our stakeholders in order to improve cooperation and mutual support for a long-term relationship.

To achieve this, all businesses under PRCL, its subsidiaries and joint ventures will:

- Conduct all of their business operations with integrity and in accordance with our values in order to improve sustainability by identifying current business trends and potential opportunities, collaborating on future challenges by always operating within the legal framework, anticipating future legal requirements, and working towards PRCL's ESG ambitions and goals.
- Strategically allocate organisational resources for stakeholder engagement based on identified key stakeholders' level of interest, knowledge, influence, integrity, readiness to interact with us, expectation, reliance on us, and intrinsic value of engagement.
- Improve stakeholder interactions through transparency, non-discrimination, mutual trust, and cooperation to raise our social standing through acceptance of our activities and decisions; cultivate a transparent corporate culture to meet the demands of stakeholders Premier Road Carriers Limited's desire to develop a nation
- Increase the organization's credibility by addressing disputes before they become a risk to businesses, addressing significant issues, and ensuring that learnings are integrated into everyday operations/activities.
- Recognise Indigenous/vulnerable populations in the vicinity of our project locations and respect their rights to economic, social, and cultural well-being and development.
- Create rules and best practices for stakeholder involvement in all sectors and regions of PRCL firms by forming a knowledge consortium with industry groups and regulatory bodies. enhance awareness among selected stakeholders through training, communication, and competence building
- Improve performance by engaging stakeholders, reviewing targets, monitoring outcomes, sharing best practices, and learning from the engagement process for disclosure.
- PRCL will work to develop an Employer Value Proposition (ErVP) and an Employee Value Proposition (ErVP) in order to outline stakeholder expectations around personnel.
- Employee Value Propositions will be tailored to the demands of various employee profiles in various enterprises.
- The process of employee engagement is just as important as the content of the engagement. As a result, the organisation will establish several channels for employee engagement, as well as the frequency and structure of contacts. Among these channels are, but are not limited to:
  - Business leaders send out educational emails on a regular basis.
  - Employee Gatherings on appropriate business and cultural situations
  - Structured Performance Review discussions
  - Structured Career Options Discussions
  - Forums for airing concerns and expressing opinions
  - Morning Meetings
  - Operations Review Meetings

It is clearly stated that employee stakeholder involvement will be a three-way communication process involving the employee, their supervisor, and the necessary management leadership.

The policy shall be reviewed periodically for its appropriateness and updated as necessary



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#### Document Management Information

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0.0	01.08.2023	Ms. Archana Gogri	Mr. Yashu Gupta	Mr. Yashu Gupta	Draft
1.0	12.09.2023	Ms. Archana Gogri	Mr. Yashu Gupta	Mr. Yashu Gupta	Initial Document