



STAKEHOLDER ENGAGEMENT POLICY

REVISION: 00 PAGE: 1 of 3

SUBJECT / TITLE: Kennametal India Limited (KIL) Stakeholder Engagement Policy

This page is a record of all revisions.

For convenience, the nature of the revision is / shall be briefly noted, under the remarks column here below. Unless otherwise stated, any revision/s should be implemented effective the date the Board of Directors of KIL approve this policy.

REV.	BY	PAGES	REMARKS
00	Mr. Naveen C / Ms. Swastika	1 - 3	Original Release

REV.	ISSUED BY	APPROVED BY	APPROVAL DATE
00	Mr. Naveen C / Ms. Swastika	Board of Directors of KIL	May 31, 2023



KENNAMETAL INDIA LIMITED

STAKEHOLDER ENGAGEMENT POLICY

1 Stakeholder Engagement Policy

We at Kennametal are cognizant of our business operations impacting a wide range of stakeholders. Our business operates in a holistic ecosystem comprising stakeholders who play a vital role in our ability to assess and identify risks and strategize opportunities aimed towards long-term value creation. We uphold our responsibilities towards our stakeholders, especially the stakeholder groups that are marginalized and need our support.

1.1 Commitment

Through periodic stakeholder engagement, we aim to maximize the positive impact and minimize the negative impact of our products, processes and operations on our stakeholders, especially those who may be vulnerable and marginalized as per SEBI definition and if applicable.

1.2 Scope

This policy is an overarching governance mechanism to ensure that Kennametal is developing and nurturing stakeholder relations. This policy outlines our stakeholder engagement process. This process is applied consistently throughout our operating locations.

While conducting stakeholder engagement for any business purpose, it is advisable to use this policy.

1.3 Objective

The objective of this policy statement is to:

1. Establish a stakeholder identification and engagement methodology and communication protocol and document it for continual monitoring.
2. To work towards integrating stakeholder participation in identifying risks and opportunities by understanding their expectations and concerns, within management systems
3. Demonstrate compliance with applicable legal and other requirements.
4. Transparently communicate the impact of policies, decisions, products and associated operations on all stakeholders, and the natural environment,
5. Commit to resolving any differences and redressing grievances in a just, fair and equitable manner.
6. To work towards monitoring the engagement regularly on critical decision making and take actions to encourage participation for continual improvement.

1.4 Stakeholder Identification

Kennametal defines stakeholders as persons or groups of persons that directly or indirectly are affected by its business operation. It also includes those who may have interests in the business operation of Kennametal or possess the ability to influence the outcomes of the business operation.

Our key Stakeholders are:

- Customers
- Employees
- Workers
- Communities
- Suppliers
- Contractors / Sub Contractors
- Distributors
- Supply chain partners
- Sales agents
- Channel partners
- Shareholders & investors
- Regulatory & government agencies
- Media
- Implementation Partners

1.5 Stakeholder Engagement Guidance

Kennametal promotes continuous, planned stakeholder engagement to seek feedback and grievances.

We adhere to the following 4-step stakeholder engagement methodology:

1. **Establish the boundary of the stakeholder engagement:** Establish purpose, process and mode of engagement. Establish clear accountabilities with defined roles and responsibilities for effective stakeholder engagement. Ensure that adequate resources are available for conducting the stakeholder engagement.
2. **Ensure transparency:** To comprehend the stakeholder profile and enable the stakeholder to engage in open and honest discourse, careful planning and preparation should be conducted. Ascertain the veracity, thoroughness, and integrity of the information shared with all stakeholders. Develop long-lasting connections based on ethics, honesty, sustainable development, adherence to human rights, and consideration for the communities impacted by our diverse endeavours.
3. **Encourage Feedback:** Encourage stakeholders to provide feedback on our services and initiatives taken by Kennametal. Ensure that stakeholder grievances are being addressed in a fair, equitable and timely manner.
4. **Effective Communication:** Communicate relevant sustainability related initiatives and their outcomes to all identified stakeholder groups through the means of but not limited to annual integrated/sustainability reports, newsletters, websites, and meetings. Enhance stakeholder engagement by ensuring timeliness of communication, consistently monitoring feedback and taking corrective action (where required).

1.6 Communication of Policy

This policy is made publicly available on our website. Hardcopies of the policy is made available at all our operating unit.
