

Policy on Responsible Advocacy

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1.0 About Policy

ELANTAS Beck India Ltd. acknowledges advocacy as a strategic tool for influencing decision-making and driving positive change that resonates with our organization's mission and values. At our core, we believe in advocacy that not only advances our interests but also upholds principles of commitment, integrity, transparency, and the balanced consideration of diverse stakeholders. Our advocacy efforts advance our engagement with governmental agencies, non-governmental organizations, and other relevant groups such as judicial and quasi-judicial authorities, income tax and GST authorities, regulators, industry chambers, local body authorities. This policy outlines ELANTAS Beck India Limited's approach to responsible advocacy.

ELANTAS Beck India Ltd. engages with industry and associations such as Maharashtra Chamber of Commerce, Industries and Agriculture, Ankleshwar Manufacturer's Association, and Indo-German Chamber of Commerce.

ELANTAS Beck India Ltd.'s policy on responsible advocacy ensures several key statutory and non-statutory requirements:

- We shall adhere and comply to regulations governing our advocacy activities.
- We shall ensure that our policy advocacy positions serve to enhance the collective welfare, foster equitable competition, and uphold the principles of human rights.
- We shall conduct ethical advocacy in a transparent and accountable manner with industry and industry associations.
- We shall uphold anti-corruption guidelines and stay vigilant to identify and report any corruption activities.
- We shall document and maintain records of our advocacy interactions.
- We shall establish and execute grievance redressal mechanisms. The mechanisms will be instrumental in probing any cases of non-compliance with established policies. Should the need arise, the company will not hesitate to administer fitting disciplinary measures in response to substantiated instances of non-compliance with said policies.

The Responsible Advocacy Policy applies to all ELANTAS Beck India Ltd employees, Board of Directors, and contractors engaged by the Company. All employees must be transparent, accountable, and conduct ethical advocacy.

The Company shall promote consensus, cooperation, compliance, persuasive dialogue, and substantive discussions rather than engaging in conflicts over policy and regulatory matters. The company shall ensure the consistency of its public communications and disclosures in accordance with the principles laid out in the relevant regulatory framework.

Our policy on responsible advocacy shall undergo an annual review or be updated as needed to ensure its appropriateness and relevance.

This Policy has been approved by the Board of Directors of ELANTAS Beck India Limited on 20th December, 2023 and is effective from this date.