RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

DEEPAK NITRITE RESPONSIBLE CHEMISTRY

Stakeholder Engagement Policy

Deepak Nitrite Limited (DNL) values the input and concern of all internal as well as external stakeholders associated with our business directly or indirectly. Those stakeholders can be persons or groups whom our operations have a significant impact on, those with a vested interest in our sustainability or environmental, social and governance (ESG) performance, and those in public positions who influence our activities. They include shareholders, financial institutions, governments, suppliers, customers, employees, NGOs, community interest groups, media, political and academic leaders, industry associations, sustainability collaborators etc.

Each stakeholder groups have different viewpoints and expectations related to our business. We are sensitive to their aspirations and expectations, and we work in close collaboration with them by proactive and constructive engagement at regular interval. Engagement with the relevant stakeholder is guided by the values of commitment, integrity and transparency with a balance of interests of diverse stakeholders. These meaningful engagements have helped us to improve our sustainability policies and strategies and achieve transformation in our value chain.

The approach and frequency of the engagement with the stakeholders vary depending on the stakeholders. There are events like annual general meetings for investors, customer meet, exhibitions for customers, meeting with suppliers etc. In addition, respective departments engage with their specific stakeholder groups on a need and regular basis.

Deepak Foundation carries out community engagement activities for DNL with a focus on the area of healthcare, education, skills building & livelihood, and disability & special needs. They interact with the community to understand their concern and orient their activities based on need of the society.

Our dedicated team at the corporate and at manufacturing unit takes up the responsibility for interacting with the respective regulatory and government agencies for various statutory and regulatory compliances. We participate and work with industry organizations such as ICC, FICCI, CII, Industrial Associations, BIS etc. that are engaged in policy advocacy and promote Sustainable development and Responsible chemistry.

Our HR team indulges in to increase the satisfaction and enhance the commitment levels of our employees. Employees are appraised and recognized based on their performance through various awards and recognitions. Events like Town Hall meets, celebration of various festivals, Chairmen's award etc. are organized.

Understanding the expectations of all stakeholders is of high concern for us and we are committed to address those in our pursuit to ensure sustainability.

President – Human Resource
June 15, 2025