



INCLUSIVE GROWTH & EQUITABLE DEVELOPMENT POLICY

REVISION: 00 PAGE: 1 of 2

SUBJECT/TITLE: Kennametal India Limited (KIL) Inclusive Growth & Equitable Development 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 - 2	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

INCLUSIVE GROWTH & EQUITABLE DEVELOPMENT POLICY

1 Inclusive Growth & Equitable Development Policy

We at Kennametal are committed to creating long-term value for the communities within which we operate. We recognize the challenges faced by the country in realizing social development goals. To promote and support national and local development goals, we seek to collaborate with government agencies and civil societies. This aligns with the requirements of Section 135 of the Companies Act, 2013 and reiterates our belief that business growth is synergistic with inclusive growth & equitable development.

1.1 Commitment

To contribute to the overall development of the country with a specific focus on the disadvantaged, vulnerable and marginalized communities by developing a focused development program based on community need assessment.

1.2 Scope

This policy statement is developed to provide guidance in determining and designing CSR initiatives across our organization. This policy statement should be utilized to ensure that we minimize any adverse impacts on social, cultural and economic aspects of society.

This policy statement shall be used along with Corporate Social Responsibility Report.

1.3 Objective

The objective of this policy statement:

1. Develop a process to conduct social and economic impact assessments of our business and operations in the local community, document and implement the mitigation measures.
2. Working towards continual improvement conduct community needs assessment and establish feedback and grievance protocol to understand the local community's needs and expectations.
3. Develop CSR interventions and initiatives based on community needs assessment and socio-economic impact assessment to mitigate any negative impact and enhance positive impacts.
4. Innovate and invest in products, processes and technologies that positively impact the local communities.
5. Implement a just, fair, transparent, and equitable displacement and relocation mechanism if applicable, which is participative, inclusive, humane and informative, in accordance with the legal and other requirements.
6. Provide training for capacity building among employees.

1.4 Communication of Policy

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