

	<b>HR POLICY MANUAL</b>		Doc. No.	JBM-HR-06-11
	<b>Group Level</b>	<b>Legal Entity</b>	Rev No.	02
	✓	JBM Auto Limited (includes its Subsidiaries/JV)	Rev Date	31 <sup>st</sup> July 2024
	<b>Stakeholder Engagement Policy</b>		Rev Frequency	Yearly
			Doc Owner	Group Corporate HR
			Approved By	Group Corp. HR Head

## Preamble

**JBM Auto Limited** (hereinafter referred to as ‘JBM Auto or ‘The Company’), recognizes and appreciates that engagement with and active cooperation of its stakeholders is essential for the Company’s sustainable business performance and for achieving and maintaining public trust and confidence in the Company.

This Stakeholder Engagement Policy (the “Policy”) is founded on the principles of transparency, active listening, and equitable treatment that favours a consultative and collaborative engagement with all its Stakeholders using effective and responsive communication that makes it possible to forge relations based on trust on an ongoing basis.

## Purpose

The purpose of the policy is:

- to set out a method of engagement with all stakeholders who impact and influence our long-term resilience
- to develop and promote a good understanding of stakeholders’ needs, interests, and expectations
- to provide guidance on how the Company should be engaging with its stakeholders so as to strengthen and maintain relationships with its stakeholders
- Understand the context in which the Company operates (e.g. the nature and structure of our business units and areas of focus) and our business realities (e.g. limitations and areas in which collaboration is needed),
- to identify the opportunities and threats arising from stakeholders’ material issues; to assist with strategic, sustainable decision-making

## Scope

This Stakeholder Engagement Policy outlines JBM Auto’s overarching approach to engagement with our stakeholders and the coordination of such. This Policy has been put in place to ensure that stakeholder engagement is applied consistently across all JBM Auto operations.

This Policy:

- sets out principles for engagement with our stakeholders
- forms part of the Company’s operating philosophy, policies, standards, and values
- is monitored annually for compliance by the Company’s Risk & Compliance Team and Board.
- supports and should be read in conjunction with the Company’s policies on ethics, external communication, social and environmental risk, and corporate social responsibility and investment.

## Definitions

1. “Company” means “JBM Auto” (JBM Auto Limited)
2. “Policy” means “Stakeholder Engagement Policy”
3. “Stakeholders” means “Shareholders, Employees, Customers, Regulators, Government Agencies & Local Authorities, Service Providers and Suppliers, Media, Community and public at large, Environment

## **Policy Statement**

In its relations with stakeholders, the Company accepts and promotes the following basic principles:

- i. Development of a responsible business model in order to be an innovative, transparent, integrating, open, and committed capable of creating sustainable value for all its Stakeholders on a shared basis therewith;
- ii. Maintenance of a strategy of strong involvement in the communities in which it operates;
- iii. Allocation of the necessary resources to the proactive continued, and systematic establishment of fluid channels for dialogue with Stakeholders, to establish balanced relationships between corporate values and social expectations, considering their interests, concerns, and needs.
- iv. Having a dynamic organizational structure that allows for the promotion and coordination of responsible actions with Stakeholders, and using various instruments to favour communication and dialogue therewith, within a constant process of adaptation to their needs, expectations, and interests: direct contact, the Company's corporate website, the Company's proactive presence on social media, with a particular impact on social and environmental issues;
- v. The Company is responsible for designing, approving, and overseeing the Stakeholder relations strategy.

## **Feedback**

Our stakeholder methods of engagement include various channels and means of communication reliant on each specific stakeholder group. Stakeholder engagement-related feedback is derived from surveys, client feedback mechanisms such as hotlines, relationship managers, stakeholder seminars, social media, conferences, and one-on-one meetings.

## **Accountability & Grievance Procedure**

Stakeholder engagement is decentralized at JBM Auto so there is not a single team that manages all relationships and queries or concerns from stakeholders. JBM Auto employees are accountable for managing relationships and meeting the expectations of internal and external stakeholders within their areas of responsibility.

Should a stakeholder not be satisfied with the service or assistance that they receive from their JBM Auto point of contact, there are several opportunities that allow for anonymity (if desired) as well as independence to ensure a voice for concerned stakeholders.

## **Review of policy**

The Board will review this Policy every so often and as required to ensure it remains consistent with the Board's objectives and responsibilities.