



## Community Engagement Policy

**Policy Number:** ESG-POL-CE-001

**Approved by:** Managing Director

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### 1. Purpose

To define KSH Automotive's commitment to proactively engaging with local communities, fostering inclusive development, building trust, and creating long-term positive impact in areas where we operate.

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### 2. Scope

This policy applies to all KSH Automotive Pvt. Ltd. sites, departments, and employees, including contractors and third-party service providers involved in community initiatives.

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### 3. Policy Objectives

- Promote sustainable development and inclusive growth in the surrounding communities.
- Build strong relationships with local stakeholders including residents, schools, NGOs, and panchayats.
- Support education, health, environment, skill development, and infrastructure projects.
- Maintain transparency, accountability, and responsiveness in all community interactions.

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### 4. Guiding Principles

- **Respect and Inclusion:** Understand local traditions, culture, and values.
- **Participation:** Encourage community involvement in planning and implementation.
- **Sustainability:** Prioritize long-term impact and self-reliant programs.



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- **Transparency:** Communicate intentions, goals, and outcomes clearly.

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## 5. Engagement Areas

KSH Automotive will support initiatives in the following focus areas:

- **Education:** Scholarships, school infrastructure, career guidance.
- **Healthcare:** Free health camps, sanitation drives, awareness campaigns.
- **Livelihoods:** Skill development, vocational training, women empowerment.
- **Environment:** Tree plantation, waste management, water conservation.
- **Infrastructure:** Rural roads, community halls, solar street lighting.

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## 6. Methods of Engagement

- Community consultations and grievance redressal forums
- CSR partnerships with NGOs, government bodies, and local leaders
- Volunteering and employee-led outreach programs
- Periodic impact assessments and feedback mechanisms

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## 7. Roles and Responsibilities

- **CSR/ESG Committee:** Plan, budget, monitor, and evaluate programs.
- **Site Heads:** Coordinate local implementation and stakeholder communication.
- **Employees:** Volunteer participation encouraged through structured programs.
- **Partners:** Execute programs with integrity and in line with policy values.

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## 8. Grievance and Feedback

A formal **Community Grievance Mechanism** shall be maintained to address concerns transparently and promptly.



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## 9. Monitoring and Reporting

- All community initiatives will be tracked with KPIs and outcome metrics.
  - Annual Community Impact Reports will be shared with stakeholders.
  - Regular third-party evaluations may be conducted to assess effectiveness.
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## 10. Review and Update

This policy will be reviewed annually or upon significant change in community priorities, corporate direction, or legal requirements.

A handwritten signature in black ink, appearing to read 'Yongsung Kim', is written over a white rectangular background.

**Mr. Yongsung Kim**  
**Managing Director**

A large, light green, semi-transparent version of the KSH logo is centered in the background of the page.