



Prasad & Company
(Project Works) Private Limited



**COMMUNITY
RELATION**

COMMUNITY RELATIONS POLICY



1. INTRODUCTION

Prasad & Company (Project Works) Private Limited (“The Company”) reaffirms its commitment to fostering strong, respectful, and transparent relationships with the communities, governments, and stakeholders where it operates. The Company’s approach is rooted in two-way engagement, building trust and mutual understanding in accordance with applicable laws, including the Companies Act, 2013, and relevant state and central legislations.

2. COMPLIANCE WITH LAWS AND REGULATIONS

The Company will ensure strict compliance with all local, state, and national laws applicable to its operations, including but not limited to:

- The Companies Act, 2013, especially Sections 135 and 166 relating to Corporate Social Responsibility (CSR) and director duties;
- Nondiscrimination and equal opportunity regulations;
- Official circulars and policies affecting community and environmental engagements.

3. KEY ENGAGEMENT ACTIVITIES

- Distribution of brochures, newsletters, and project updates to inform stakeholders;
- Conducting safety, pollution, and environmental awareness programs;
- Hosting open houses and public meetings for transparent interaction;
- Participating actively in local community events and first responder programs.

4. CORE COMMITMENTS

Community Engagement: All engagement is guided by integrity, accountability, safety, and excellence.

Respect: Proactive listening and prompt response to community concerns.

Transparency: Open communication, maintained through timely responses and accessible records as per statutory requirements.

Good Faith Negotiation: Fair dealings with property owners and stakeholders regarding access and rights.



Training: Equipping company teams with legal compliance training for positive community engagement.

Fairness: Ensuring equitable treatment, avoiding discrimination based on race, religion, gender, age, disability, sexual orientation, veteran status, or other protected characteristics.

Responsible Construction: Preservation of cultural and community assets, communicated throughout project phases.

5. ETHICAL CONDUCT AND GRIEVANCE REDRESSAL

Company personnel shall conduct themselves with professionalism, transparency, and accountability in all interactions. Any grievances raised by community members will be acknowledged promptly and addressed through a documented process consistent with best practices and legal requirements.

6. RECORD KEEPING AND REPORTING

All activities relating to this policy, including meetings, stakeholder communications, and CSR projects, shall be documented and retained as required for regulatory reporting, audit, and board oversight per the Companies Act, 2013.

7. MONITORING AND REVIEW

This policy will be reviewed annually to ensure compliance with latest legal amendments, government circulars, and best practices. Updates will be approved by the Board of Directors and communicated to all stakeholders.