



## POLICY ON BOARD DIVERSITY

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### **1. OBJECTIVE:**

In accordance with the Regulation 19 (4) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, ('Listing Regulations') the Company has framed a formal policy on Board diversity which sets out a framework to promote diversity on the Company's Board of directors ('the Board').

### **2. SCOPE:**

The Company recognizes the importance and benefits of having the diverse Board to enhance quality of its performance.

### **3. GUIDELINES:**

The Company believes that a diverse Board will enhance the quality of the decisions made by the Board by utilizing the different skills, qualification, professional experience, gender, knowledge etc. of the members of the Board, necessary for achieving sustainable and balanced growth of the Company. At the time of appointments of person as a Board Member, Nomination & Remuneration Committee (NRC) and the Board of Directors shall consider this Policy on Board Diversity.

The Company believes that a diverse Board will contribute to the achievements of its strategic and commercial objectives, including driving business results, ensuring sustainable development, enhancing quality and responsible decision making, making corporate governance more effective and enhancing the reputation of the Company.

In order to ensure an optimum combination of executive, non-executive and independent directors on the Board in accordance with requirements of Article of Association of the Company, Companies Act, 2013 and Listing Regulations, the Company shall consider candidates from a wide variety of backgrounds, without discrimination based on Gender, Age, Nationality and ethnicity, Physical disability & Educational qualification

### **4. REVIEW OF POLICY:**

The Nomination and Remuneration Committee will review the policy from time to time and make recommendations on any requisite change to Board for consideration and approval.

### **5. DISCLOSURE OF THE POLICY:**



This policy will be posted on the Company's website. The necessary disclosure about the policy will also be made as per requirements of the Listing Agreement / Regulations and Companies Act, 2013.

*Last Amended August 05<sup>th</sup> 2022*