

## POLICY ON BOARD DIVERSITY

### **1. Purpose**

In accordance with the Clause 49 of Listing Agreement as amended, the Company has framed a formal policy on Board diversity which sets out a framework to promote diversity on Company's Board of Directors (the 'Board').

### **2. Vision**

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

### **3. Policy Statement**

The Company aims to enhance the effectiveness of the Board by diversifying it and obtain the benefit out of it by better and improved decision making. In order to ensure that the Company's boardroom has appropriate balance of skills, experience and diversity of perspectives that are imperative for the execution of its business strategy.

The Policy shall conform to the following two principles for achieving diversity on its Board.

- a. Decisions pertaining to recruitment, promotion and remuneration of the Directors will be based on their performance and competence; and
- b. For embracing diversity and being inclusive, best practices to ensure fairness and equality shall be adopted and there shall be zero tolerance for unlawful discrimination and harassment of any sort whatsoever

In order to ensure a balanced composition of executive, non-executive and independent Directors on the Board, the Company shall consider candidates from a wide variety of backgrounds, without discrimination based factors like gender, age, educational qualifications, nationality & ethnicity, physical disability etc.

### **4. Review of Policy**

The Nomination and Remuneration Committee will review the policy from time to time and make recommendations on any required changes 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 and the Companies Act 2013.