



BOARD DIVERSITY POLICY

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Title	Board Diversity Policy
Version Number	2.00
Effective Date	27th March, 2015
Authorised by	Board of Directors
Number of Revisions	None
Date of last Review / Revision	7th May, 2024

1. PURPOSE:

As per the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015 (Listing Regulations), the Nomination and Remuneration Committee has to devise a Policy on Board Diversity.

This Board Diversity Policy ('the Policy') is adopted in compliance with the Listing Regulations and sets forth the approach to diversity on the Board of Directors of the Company ('the Board'). The Company is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, ethnicity, gender, disability, nationality, religious or philosophical belief, age, family status or any other factor for appointing a person as a Director of the Company.

2. APPLICABILITY:

The Policy applies to the Board. It does not apply to diversity in relation to employees of the Company.

3. POLICY

The Company continuously seeks to enhance the effectiveness of its Board so as to maintain the highest standards of corporate governance and for this it embraces diversity in the Boardroom. The Company sees diversity as a wide concept and believes that a truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background,

race, gender, nationality, cultural background and other distinctions between Directors and would support the attainment of its strategic objectives and its sustainable development. In determining its approach on diversity, the Company should also take into account other factors including its own business model, ethics, policies and industry specific needs from time to time.

A. Compensation and Nomination & Remuneration Committee

The Compensation and Nomination & Remuneration Committee (the “Committee”) has the primary responsibility for identifying suitably qualified candidates to become members of the Board and in carrying out this responsibility, shall give adequate consideration to this Policy.

In reviewing the Board composition, the Committee shall consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.

Measurable Objectives:

The selection of candidates shall be based on a range of diversity perspectives, including but not limited to gender, age, culture, and educational background, ethnicity, professional experience, skills and knowledge. The ultimate decision shall be based on merit, objective criteria and contribution that the selected candidate will bring to the Board and the Company.

B. Monitoring and Reporting

The Committee is responsible for:

- a) formally assessing the appropriate mix of diversity, skills, experience and expertise required on the Board and assessing the extent to which the required skills are represented on the Board.
- b) making recommendations to the Board in relation to orderly succession to the Board and to senior management, to maintain an appropriate mix of diversity, skills, experience and expertise on the Board and
- c) reviewing and reporting to the Board in relation to Board Diversity.

The Committee will

- a) report to the Board on:
 - initiatives undertaken by the Committee in relation to Board Diversity and to achieve the Objectives
 - progress in achieving the Objectives and

- b) make recommendations to the Board regarding the Objectives;
- c) Plans for orderly succession to the Board and to Senior Management.

4. REVIEW OF THE POLICY:

The Committee shall review the Policy from time to time (which will include a review of the effectiveness of the policy) and recommend any revisions to the Board for approval.