

# **Board Diversity Policy**

## **1. Purpose of this Policy**

With a view to achieving sustainable and balanced development, the Company recognizes diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, Board diversity shall be considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills and knowledge. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

## **2. Policy Statement**

- 2.1 The Board aims to attract and maintain a Board which has an appropriate mix of Diversity, skills, experience and expertise. The Board composed of appropriately qualified people with a broad range of experience relevant to the business is important to the effective corporate governance and sustained commercial success of the Company.

Consideration and selection of candidates for appointment to the Board will be based on merit which shall include a review of any candidate's integrity, experience, educational background, industry or related experience and more general experience.

Within that overriding emphasis on merit, the Nomination and Remuneration Committee of the Board (the "Committee") shall seek to address Board vacancies by actively considering candidates that bring a diversity of background and opinion from amongst those candidates with the appropriate background and industry or related expertise and experience. The Committee's considerations shall include achieving an appropriate level of diversity having regard to factors such as race, gender, age, nationality, cultural and educational background.

The Board of our Company is privileged to be managed by the professional members like retired IAS officers Chartered Accountant, Cost Accountant, Management Consultants and other professional degree holders.

- 2.2 In recommending the appointment of new directors, the Committee will:
- consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board;
  - consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience, knowledge and character on the Board; and
  - as part of the performance evaluation of the Board, consider the balance of skills, experience, knowledge and independence of the Board.

## **3. Review of the Policy**

The Board will review this Policy on a regular basis to ensure its effectiveness.