

## **POLICY ON BOARD DIVERSITY – BINDAL TECHNOPOLYMER PRIVATE LIMITED**

### **1) PURPOSE:**

The purpose of the Board Diversity Policy (“the policy”) is to achieve diversity on the Company’s Board of Directors (“Board”). The Company recognises and embraces the benefits of having a diverse Board to enhance its performance.

### **2) SCOPE:**

This Policy applies only to the Board of the Company and not to its employees.

### **3) POLICY STATEMENT AND OBJECTIVE:**

The Company, with its objective to achieve sustainable and balanced development, recognizes the essentiality of having a diversity on the Board level as an essential element in supporting its objective of sustainable and balanced development.

The Company recognizes the importance of a diverse Board especially in an era of Globalization wherein the different perspectives, knowledge, skill, diverse industry experience, professional experience and expertise, regional, cultural and educational back grounds, ethnicity, race, age and gender diversity, length of service will definitely benefit the Company in retaining and building its competitive advantage. These varied aspects will be taken into consideration while determining the candidates for being appointed on the board of the Company. The ultimate decision will be based on merit and contribution that the selected candidates will bring which will be of benefit to the Company.

### **4) MONITORING AND REPORTING:**

The Nomination and Remuneration Committee (“Committee”) will review and assess the composition and performance of the Board annually, as well as identify appropriately qualified persons to occupy Board positions.

The Nomination and Remuneration Committee will ensure that appointments are made on merit, the Committee will consider the benefits of diversity (including but not limited to the attributes listed above) and continue to evaluate the performance of the Board. The Committee will also ensure that the Board has an optimum combination of executive, non-executive and independent directors in compliance with the Companies Act, 2013, Listing Regulations and other statutory obligations, if any at all times.

### **5) REVIEW:**

The Nomination and Remuneration Committee (“Committee”) will review this Policy, and recommend revision, if any required to the Board as and when deemed necessary.