

BOARD DIVERSITY POLICY OF JAYSYNTH DYESTUFF (INDIA) LIMITED

INTRODUCTION

Pursuant to the requirements of the Clause 49(IV)(B)(3) of the Equity Listing Agreement with the Stock Exchange, the Company is required to have in place the Board Diversity Policy, which shall be devised by the Nomination and Remuneration Committee of the Company.

Diverse Board is required for understanding the various complex situations surrounding the Business of the Company. With changing business scenarios and rapid development in areas of technology, greater emphasis on Corporate Governance, a diverse Board has become a necessity. Diverse Board helps the Company to manage and mitigate environmental, Social and Corporate Governance Risks.

The Company believes that diverse Board will help the Company to enhance the quality in the decisions made by the Board by utilisation of various skill sets, experience, educational qualifications, knowledge etc of the Board members necessary for achieving sustainable and balance development.

APPLICABILITY

The Policy shall be applicable to the Board of Directors of the Company.

POLICY STATEMENT

The business of Company is spread across the India, with such vast area of operations it recognizes the importance of Diverse Board and seeks increasing diversity at the Board level as an essential element in maintaining competitive advantage.

The Company believes that truly diverse Board will include and make good use of different skill sets, expertise and experience of the Directors.

The Company maintains that Board appointment will be based on merit, considering candidate's skills, experience, educational qualifications etc. against the objectives, with the due regards for the diversity on Board as well as candidate's contribution to the operation of the Company which is required for the effective functioning of the Company.

The appointment at the Board level shall first be reviewed by the Nomination and Remuneration Committee and thereafter it shall be recommended to the Board for their approval.

Nomination and Remuneration Committee will strive to address vacancy in the Board by dynamic search of candidates that will bring new and varied expertise which broader the decision making horizons of the Company.

In the process to achieve a diverse Board, the Company will ensure and consider the following areas:

- ❖ The Company will be in compliance with the requirements of Articles of Association of the Company, Companies Act, 2013 and Listing Agreement with Stock Exchange

- ❖ In the process of appointment of Independent Director, Company shall ensure the independence of the Director.
- ❖ Directorship in other Companies will be reckoned and considered while determining his candidature of a person.

MONITORING AND REPORTING

The Company shall disclose the required details of Board Diversity Policy in the Company's Annual Report.

REVIEW OF THE POLICY

The Board will review and monitor from time to time the implementation of this Policy to ensure its effectiveness and shall make revisions in this Policy as and when required. Such revisions shall be approved by the Board.

Jaysynth Dyestuff (India) Limited