



# **GRAVITA INDIA LIMITED**

## **POLICY ON BOARD DIVERSITY**

**1. PURPOSE:**

The policy on Board Diversity (“Policy”) sets out the approach for diversity of the Board of Directors (“the Board”) of Gravita India Limited (“the Company”).

**2. APPLICABILITY**

This Policy applies to the Board of Directors of the Company. It shall serve as guiding principle for the purpose of determining the composition and selection of the candidates for appointment on the Board. Employees shall be outside of its scope.

**3. POLICY STATEMENT**

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. A truly diverse Board will contribute to the achievement of strategic and commercial objectives of the Company including driving business results, enhancing quality of decision making, ensuring sustainable development and enhance reputation of the Company.

The Nomination and Remuneration Committee (“Committee”) of the Company shall continue to be responsible for identifying appropriate qualified persons to occupy the Board based on the merit and reviewing & assessing the composition and performance of the Board.

In designing the Board’s composition, Board diversity shall be considered from a number of aspects, including but not limited to gender, age, nationality, country of origin, cultural and educational background, ethnicity, professional experience including relevant industrial experience, skills, knowledge and length of service and it shall be ensured that no person is discriminated against on any of the aforesaid grounds to such person’s ability to perform as a Board member.

The Board shall have an optimum combination of executive, non-executive and independent directors including women directors in accordance with the requirements of the applicable laws, rules & regulations and regulatory & contractual obligations, if any.

**4. REVIEW AND AMENDMENT**

The Committee shall review this Policy periodically to ensure effectiveness of this Policy and recommend appropriate revisions to the Board for consideration and approval.