



Board Diversity Policy

1. Background

As per the requirement under the Regulations 19(4) read with Sub-clause (3) Para A of Part D of Schedule II of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (the “Listing Regulations”) and such other regulatory provisions, as applicable the Nomination and Remuneration Committee of the Company (the “NRC”) is required to devise a policy for having diversity on the Board of Directors (the “Board”) of the Company. The Board diversity policy (the “Policy”) sets out a framework to achieve adequate diversity for the Board of the Company.

2. Philosophy

Mayur Uniquoters Limited (“the Company”) believes in providing equal opportunity in all disciplines of its business and does not discriminate on the basis of gender, race, nationality, disability, religion or any other factor. The Company believes that a truly diverse Board leverages differences in thought, perspective, ethnicity, knowledge & skills for effective decision making. Diversity is a vital asset and the Company fully acknowledges that inclusive leadership helps in responding better to evolving market scenarios.

3. Object of the Policy

The Objectives of the Policy include:

- a) Board to drive diversity and have an appropriate blend of functional and industry expertise;
- b) While recommending the appointment of a director to, inter alia, consider the manner in which the function and domain expertise of the individual contributes to the overall skill domain mix of the Board;
- c) To help the Company build a better Board that can draw upon a wide range of perspectives, expertise, knowledge and experience;
- d) To achieve an optimum and balanced Board, with a wide range of attributes;
- e) To encourage healthy and open discussion and promote independence of judgement in Board and Committee deliberations; and
- f) To have an optimum mix of Executive, Non-Executive and Independent Directors, including Women Directors.

4. Policy Statement

1. The Company does not discriminate on the grounds of religion, gender, national origin, personal or physical attributes.
2. The Nomination and the Remuneration Committee is in charge of reviewing and assessing the effectiveness of the Board, as well as identifying appropriate qualified persons suitable to occupy Board positions.



3. The Committee believes in selecting suitable diverse candidates on the basis of merit, wide-ranging experience, background, skills, knowledge, and insights.
4. The Committee will be responsible for developing objectives to implement this policy and for monitoring progress.

5. Disclosure of the Policy

The disclosure of this Policy shall be made in accordance with the provisions of applicable laws/regulations.

6. Review of the Policy

This policy shall be reviewed by the Nomination and Remuneration Committee, periodically.

Any changes or modification to this policy as recommended by the Committee would be placed before the Board of Directors for their approval.
