

## POLICY ON BOARD DIVERISTY

### INTRODUCTION

This Policy is in terms of Schedule II part D (A) (iii) of the Securities and Exchange Board of India (Listing of Obligations and Disclosure Requirements) Regulations, 2015 (“**SEBI Listing Regulations**”) which provides that all the listed companies shall formulate a Board diversity policy.

The Nomination and Remuneration Committee on the recommendation of the Board of Directors may review and amend this Policy from time to time.

### POLICY OBJECTIVE

To ensure a transparent Board nomination process with the diversity of thought, experience, knowledge, perspective and gender in the Board.

### POLICY OVERVIEW

The Company aims to enhance the effectiveness of the Board by diversifying its composition so that the Company gets the benefit out of such diversity in better and improved decision making.

The composition of the Board shall ensure representation from:

- i. Individuals having varied skills / expertise / competencies for the effective functioning of the Board and Company;
- ii. Individuals having requisite qualifications, tenure, experience & age;
- iii. Appropriate mix of cultural, geographical and gender diversity;
- iv. Appropriate mix of independent and non-independent directors in accordance with the Companies Act, 2013 and SEBI LODR Regulations.

### ROLE OF NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee of the Company shall review and assess Board composition on behalf of the Board and shall recommend to the Board, the appointment of new directors based on their qualification, positive attributes and independence.

### REVIEW OF THIS POLICY



The Nomination and Remuneration Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy.

## **DISCLOSURES**

The Board's composition (including gender, ethnicity, age etc.) will be disclosed in the Annual Report.

For and on behalf of  
**RRIL LIMITED**

**Sd/-**  
**Ratanchand D. Jain**  
**Managing Director**

Date: 31.03.2021  
Place Mumbai