



**JD ORGOCHEM LIMITED**  
**BOARD DIVERSITY POLICY**

## **INTRODUCTION**

The Board of Directors ("Board") of JD Orgochem Limited ("Company") has decided to consider and formulate a policy on diversity of the composition of the Board by the name of Board Diversity Policy ("Policy").

The Company understands that diverse Board is required for understanding the various complex situations surrounding the business/ operations of the Company. Due to constant changing business situations locally and globally and rapid development in areas of technology, diverse Board becomes essential which shall help the Company to manage and mitigate the rapid changes in 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 where the securities of the Company are listed pursuant to requirements of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and their amendments from time to time.

- ❖ 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.

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