



## **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 Sunshield Chemicals Limited ("the Company").

The Company recognizes the importance and benefits of having a diverse Board to enhance quality of its performance.

### **2. Applicability:**

This Policy applies to the Board of Directors of the Company.

### **3. Policy Statement:**

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

In designing the Board's composition, Board diversity shall be considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.

The Board shall have an optimum combination of executive, non-executive and independent directors including women directors in accordance with the requirements of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The Board's composition is disclosed in the Company's Corporate Governance Report annually.

A diverse Board shall contribute to the achievement of the Company's objectives.

### **4. Nomination and Remuneration Committee Role**

The Nomination and Remuneration Committee ('Committee') shall review and report any changes in relation to the diversity of the Board. The Committee shall also review Board composition in terms of the size of the Board, the composition of executive and non-executive directors and the composition of independent directors, each of which shall be in accordance with the requirements of the Articles of Association of the Company, the Companies Act, 2013, the Listing Agreements and other statutory / regulatory requirements.

### **5. Review and Amendment:**

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