

	<p><b>MANGALAM CEMENT LTD.</b>  <b>CIN:</b> L26943RJ1976PLC001705  <b>Regd. Office:</b> P.O. Aditya Nagar - 326520, Morak, Distt. Kota (Raj.)  <b>Phone:</b> 07459-233127, Fax No.: 07459-232036  <b>E-mail:</b> shares@mangalamcement.com <b>Website:</b> www.mangalamcement.com</p>	
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## **POLICY ON DIVERSITY OF BOARD OF DIRECTORS**

[Pursuant to Regulation 19(4), Schedule-II, Part-D (A) (3) of SEBI (LODR) Regulations, 2015]

### **1. PURPOSE:**

This Policy on Diversity of Board of Directors (“Policy”) sets out the approach to diversity on the Board of Directors (“Board”) of Mangalam Cement Limited.

### **2. SCOPE:**

This Policy applied to the Board of Directors of the Company. It does not apply to Employees of the Company.

### **3. POLICY STATEMENT:**

This Policy requires that the Board of the Company is adequately diverse and recognizes and embraces the importance of having a diverse Board in Company’s success. The Company believes that a diverse Board will contribute in achievement of the strategic objectives, including:


- a) To drive best business results;
  - b) To enhance quality and responsible decision making capability;
  - c) To enhance reputation of the Company;
  - d) To advise on creativity and innovation;
  - e) To advise on research and development of new technology; and
  - f) To provide better Corporate Governance.
- All the appointments to the Board should be based on merit that complements and expands the skills, experience and expertise of the Board as a whole, the Committee will consider the benefits of diversity in identifying and recommending persons for Board Membership. Further, no discrimination be made against any person on the ground of religion, race, gender, age or any other personal or physical attributes.
  - The Board of the Company shall have an optimum combination of executive, non-executive directors and Independent Directors in accordance with the requirements of the Listing Regulations and the Companies Act, 2013 or any amendment made therein and also any other statutory or regulatory requirements from time to time.

### **4. MONITORING, TRACKING AND REPORTING:**

The Nomination and Remuneration Committee is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying qualified persons to occupy the Board Position.

Accordingly, the Committee shall,

- assess the appropriate mix of diversity, skills, experience required on the Board;

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- make recommendation to the Board in relation to appointment and maintain appropriate mix of diversity, skill, experience and expertise on Board.

The Committee shall support laying down a succession plan for Directors and also for Senior Management of the Company and drive the understanding of talent across the organization and support development programme for the Board. As part of the exercise, it will also review and suggest training for Directors. Amongst the requirements is to also plan for the evolution of non-executive directors over a maximum approximate mix of skills, age and gender diversity on the Board.

The Company will provide sufficient information to the Shareholders as per the requirements of the Companies Act, 2013 and the Listing Regulations.

## 5. REVIEW OF THE POLICY

The Nomination and Remuneration Committee will review the Policy, from time to time, to ensure the effectiveness of the Policy. The Nomination and Remuneration Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

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