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CIN: L99999GJ1992PLC018626

## BOARD DIVERSITY POLICY

### Relevant Business Principle

Laffans Petrochemicals Limited is committed to the highest standards of corporate governance, transparency and accountability.

### Purpose

This Policy aims to set out the approach to achieving diversity for the board of directors (the "Board") of Laffans Petrochemicals Limited (the "Company").

### Application

This is a policy of the Board of Directors of Laffans Petrochemicals Limited.

### Policy

The Board aims to attract and maintain a Board which has an appropriate mix of Diversity, skills, experience and expertise.

The Company maintains that Board appointment should be based on merit that complements and expands the skills, experience and expertise of the Board as a whole, taking into account gender, age, professional experience and qualifications, educational background, and any other factors that the Board might consider relevant and applicable from time to time towards achieving a diverse Board.

The Nomination & Remuneration Committee is (among other things) responsible for:

- reviewing the structure, size and composition of the Board and the appointment of new directors of the Company from time to time to ensure that it has a balanced composition of skills, experience and expertise appropriate to the requirements of the businesses of the Company, with due regard to the benefits of diversity on the Board.
- reviewing and reporting to the Board in relation to Board Diversity.

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Regd. Office : Shed No. C1B/316 GIDC, Panoli, Ankleshwar, Gujarat

### **Review of this Policy**

The Nomination & Remuneration Committee will conduct review of this policy, when required (which will include a review of the effectiveness of the policy), discuss any required changes with the Board and ensure that any revisions to this policy are approved by the Board.