



POLICY ON DIVERSITY OF BOARD OF DIRECTORS

POLYCHEM LIMITED

CIN: L24100MH1955PLC009663

7, JAMSHEDJI TATA ROAD, CHURCHGATE RECLAMATION,

MUMBAI – 400 020

1. Purpose:

In accordance with the Regulation 19(4) of Securities and Exchange Board of India (Listing Obligation and Disclosure requirements) Regulations, 2015 read with Part D of Schedule II, the Polychem Limited (“Company”) has framed a formal policy on Board diversity which sets out a framework to promote diversity on Company’s Board of directors (the ‘Board’).

2. Objective:

The objective of this policy is to recognize and embrace the benefits of having a diverse Board which possesses a balance of skills, experience, expertise and diversity of perspectives appropriate to the requirements of the business of the company.

3. Scope:

The Policy applies to the composition of the Board only and does not apply to diversity in relation to the employees of the company.

4. Policy Statement:

Polychem Limited believes that a diverse Board will enhance the quality of the decision made by the Board by utilizing the different skills, qualification, Professional experiences, gender, Knowledge etc. of the members of the Board, necessary for achieving sustainable and balanced growth of the Company. The Company recognizes and embraces the importance of a Diverse Board in its success.

The Nomination and Remuneration Committee (‘committee’) is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy board positions.

While all appointments to the Board will continue to be made on merit, the Committee will consider the benefits of diversity in identifying and recommending persons for Board membership, as well as in evaluating the Board and its individual members.

The composition of the Board shall be in accordance with the Articles of Association of the Company, the Companies Act, 2013, LODR Regulations as well as other statutory, regulatory and contractual obligations of the Company.

5. Review:

The Committee will review this Policy periodically and recommend appropriate revisions to the Board.