

# Ahluwalia Contracts (India) Limited

## Board Diversity Policy

### **Preamble**

The, Para A of Part D of the Schedule-II of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, read with Regulation 19, requires listed company to devise a policy on Board diversity. Vision The Company recognizes the benefits of having a diverse board to enhance the quality of performance.

### **Policy Statement**

The Company is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, gender, disability, nationality, religious or philosophical belief, age, sexual orientation, family status or any other factor. The Company continuously seeks to enhance the effectiveness of its Board and to maintain the highest standards of corporate governance and recognises and embraces the benefits of diversity in the boardroom. The Company sees diversity as a wide concept and believes that a diversity of perspectives can be achieved through consideration of a number of factors, including but not limited to skills, regional and industry experience, background, race, gender and other qualities. In informing its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.

The Company endeavours to ensure that its Board has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy and in order for the Board to be effective.

Board appointments will continue to be made on a merit basis and candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board. The Board believes that such merit-based appointments will best enable the Company to serve its customers, vendors, shareholders and other stakeholders going forward.

The Nominations Committee has primary responsibility for identifying suitably qualified candidates to become members of the Board and, in carrying out this responsibility, will give adequate consideration to this Policy.

### **Review of the Policy**

The Board will review this Policy on a regular basis to ensure its continued effectiveness.

### **Disclosure of the Policy**

The Policy may be uploaded on the website of the Company i.e. [www.acilnet.com](http://www.acilnet.com).

## **BOARD DIVERSITY POLICY**

Ahluwalia Contracts (India) Ltd (ACIL) has long understood the importance of diversity and inclusion. The commitment to diversity is embedded in the Code of Business Principles that set out our values and goes right through the organisation, starting with the Board.

Our vast geographical footprint with a rich fabric of countries and cultures, consumer and employee bases and stakeholder communities mean that we embrace and leverage the benefits of diversity to the full extent to live our purpose and to retain and enhance our competitive advantage. This includes differences of thought, knowledge, skill, experience, cultural and geographical background, age, ethnicity, race and gender. We aim to be as diverse as the people we serve.

This extends to our Board of Directors: the composition and quality of the Board should be in keeping with the size and geographical spread of ACIL, its portfolio, culture and status as a listed company. A diverse Board with a range of views enhances decision-making, which is beneficial to the company's long-term success in the interests of ACIL's stakeholders.

Thus, the Board of ACIL believes that ACIL Directors must be selected on the basis of wide-ranging experience, backgrounds, skills, knowledge and insight with a continuing emphasis on diversity of its members. When

selecting Directors, the process is based on objective criteria and there is no discrimination on any personal or physical attributes that would not speak to such person's ability to perform as a Director.

The Board supports the recommendations of the Hampton-Alexander Review on gender diversity and the Parker Review on ethnic diversity. Further details of the procedure to appoint directors are set out in the document "Appointment procedure for PLC directors" available at [www.acilnet.com](http://www.acilnet.com). In addition, diversity data related to Non-Executive Directors and Directors can be found in the Report of the Nominating and Corporate Governance Committee section of the Annual Report and Accounts also available at [www.acilnet.com](http://www.acilnet.com).

The Board supports ACIL's Diversity and Inclusion Strategy and management's efforts to ensure that the diversity of ACIL's senior management is continuously enhanced.