



MANGALAM INDUSTRIAL FINANCE LIMITED

POLICY ON BOARD DIVERSITY

1) INTRODUCTION

In terms of **Regulation 19(4) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015** read with **Part D of the Schedule II** to the said Regulation, a policy on Board Diversity is required to be framed. The Policy is required to be approved by Nomination and Remuneration Committee.

The term “Diversity” of Board of Directors (“**Board**”) has not been defined. Diversity is achieved when the Board has an optimum combination of executive, non- executive, independent, resident/non-resident director/s, woman director/s, & small shareholders director/s in terms of law and corporate governance more particularly based on the functional aspects, residence and gender.

The Company believes in the conduct of its affairs in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity, and ethical behavior and in complete compliance of laws, as amended from time to time. As per various national/international practices, it would also mean that the individuals of the Board should be diverse in:

- Background
- Education
- Experience
- Knowledge
- Thoughts
- Perspective
- Functional expertise
- Independence
- Age and gender
- Communication styles
- Problem solving
- Interpersonal skills.

2) OBJECTIVES

The Policy is framed to address the importance of a diverse Board in harnessing the unique and individual skills and experiences of various Members of the Board in such a way that it collectively benefits the business and the Company as whole. The basic essence of the Policy is to provide a framework for leveraging on the diverse knowledge and expertise of the Board which can offer its valuable guidance to the Management consistent with the Company’s business perspective.

3) VISION

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

MANGALAM INDUSTRIAL FINANCE LIMITED

CIN No. : L65993WB1983PLC035815

Reg. Office : Old Nimta Road, Nandan Nagar, Belghoria, Kolkata West Bengal- 700083, India.

Corporate Office : Hall No.1, Mr Icon, Next To Milestone Vasna Bhayli, Road, Vadodra 391410. Gujarat, India

MO : +91 7203948909 | **Email:** compliance@miflindia.com | **Website :** www.miflindia.com



4) POLICY STATEMENT

The Company aims to enhance the effectiveness of the Board by diversifying its composition and to obtain the benefit out of such diversity in better and improved decision making. In order to ensure that the Company's boardroom has appropriate balance of skills, experience and diversity of perspectives that are imperative for the execution of its business strategy, the Company shall consider a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.

The Policy shall conform to the following two principles for achieving diversity on the Board:

- Decisions pertaining to recruitment, promotion and remuneration of the directors will be based on their performance and competence; and
- For embracing diversity and being inclusive, best practices to ensure fairness and equality shall be adopted and there shall be zero tolerance for unlawful discrimination and harassment of any sort whatsoever

In order to ensure a balanced composition of executive, non-executive and independent directors on the Board, the Company shall consider candidates from a wide variety of backgrounds, without discrimination, and based on the following factors:

- Gender:** The Company shall not discriminate on the basis of gender in the matter of appointment of directors on the Board. The Company encourages the appointment of women at senior executive levels to achieve a balanced representation on the Board. As per the provisions of the Companies Act, 2013, the Company shall at all times have at least one woman director on the Board. Any vacancy of the woman director shall be filled within a period of six months.
- Ethnicity:** The Company shall promote having a boardroom comprising of people from all ethnic backgrounds so that the directors may efficiently contribute their thorough knowledge, sources and understanding for the benefit of Company's business.
- Educational qualification:** The Board should have a mix of members with different educational qualifications, knowledge and with adequate experience in finance, accounting, economics, legal and regulatory matters, corporate governance, the environment, green technologies, operations of the company's businesses and other disciplines related to the company's business.

5) ROLE OF THE NOMINATION AND REMUNERATION COMMITTEE

The NRC is responsible for reviewing and assessing the composition of the Board as well as for identifying and recommending appropriately qualified candidature(s), to hold Directorship in the Company, to the Board of Directors where and if need be.

6) REVIEW OF THE POLICY

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

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7) DISCLOSURE OF THE POLICY

The Company shall disclose this Policy on its website i.e. www.miflindia.com. The necessary disclosure, if any, about the policy will also be made as per the requirements of SEBI (LODR) Regulations, 2015 and other applicable laws

**For and on behalf of the Board
For Mangalam Industrial Finance Limited**

**SD/-
Venkata Ramana Revuru
Managing Director
DIN: 02809108**

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