# KCL INFRA PROJECTS LTD.

**(Corp.Off.: KCL Business Park PU-4 Commercial, Behind C21 Mall, A.B. Road, Indore, Madhya Pradesh 452010)**

**CIN: L45201MH1995PLC167630**

## Policy on the Board Diversity

The company will endeavor to have diversity on the board in order to reap optimum benefits.

1. **Functional Diversity:**

   Directors have different functional skills like engineering, Science, technological, finance, legal, marketing, general management, etc.

2. **Industry Diversity:**

   Director from different industries and Business.

3. **Category Diversity:**

   Director from the promoter group and professionals.

4. **Age Diversity:**

   The board of directors of the company has directors from different age groups.

5. **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 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.

   - **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 businesses.

## 6. Review of the Policy

The Committee shall review the policy as may be required from time to time.

## 7. Objectives of the Policy:

The Objectives of the Policy include:

- Board to drive diversity and have an appropriate blend of functional and industry expertise;
- To have an optimum mix of Executive, Non-Executive and Independent Directors, including Women Directors.