

**ANANDRATHI**

**ANAND RATHI WEALTH LIMITED**

BOARD DIVERSITY POLICY

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## **Introduction**

The Policy shall be called as “Board Diversity Policy”. This Board Diversity Policy is applicable to the Board only.

The Policy sets out the approach to have a diversity on the Board of the Company in terms of thought, experience, knowledge, perspective and gender in the Board, based on the applicable laws, rules and regulations applicable to the Company.

## **Purpose**

As per the requirements under the SEBI Listing Regulations and such other regulatory provisions, as applicable, the Nomination and Remuneration Committee of the Company (the “NRC”) is required to devise a policy for having diversity on the board of directors (the “Board”) of Anand Rathi Wealth Limited (“ARWL” or “Company”). The Board diversity policy (the “Policy”) sets out a framework to achieve adequate diversity on the Board of the Company.

This policy is largely framed to address the importance of a diverse Board in harnessing the unique and individual skills and experiences of the members in a way that collectively benefits the organization and business as a whole. The basic essence of the Policy is to provide a framework for leveraging on the differences within the expertise of the Board, offering a broad range of perspectives that are directly relevant to the business.

## **Policy Statement**

The Company recognizes and embraces the benefits of having a diverse Board that possesses the balance of skills, experience, expertise, and diversity of perspectives appropriate to the requirements of the businesses of the Company. The Company sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. The Company seeks to maintain a Board comprised of talented and dedicated directors with adverse mix of expertise, experience, skills and backgrounds. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately.

Our Company Believe that a diverse board will contribute to the achievement of its strategic and commercial objectives including to:

- ensure sustainable development
- make corporate governance more effective
- enhance quality and responsible decision making capability
- drive business results
- enhance the reputation of Anand Rathi Wealth Limited

While all appointments to the Board shall continue to be made on merits, the NRC shall consider the benefits of diversity in identifying and recommending the persons for the Board Membership, as well as in evaluating the Board and its individual members.

Further, the NRC will ensure that no person is discriminated against on grounds of religion, race, gender, or related medical conditions, national origin or ancestry, marital status, age, or any other personal or physical attribute which does not speak to such person's ability to perform as a board member.

Accordingly, the NRC shall:

- assess the appropriate mix of diversity, skills, experience and expertise required on the board and assess the extent to which the required skills are represented on the Board,
- make recommendations to the board in relation to appointments and maintain and appropriate mix of diversity, skills, experience and expertise on the board; and,
- periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

The Board shall have an optimum combination of executive, non-executive and independent directors including women directors in accordance with the requirements of the Companies Act 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

### **Policy Review**

The Nomination and Remuneration Committee shall monitor and periodically review the Policy, to reflect best practice and to ensure that it continues to be fit for purpose. The Nomination and Remuneration Committee shall discuss the proposed changes to the Policy and recommend any such changes to the Board for consideration and approval.

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