

**Board Diversity Policy**

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<b>Policy</b>	<b>Board Diversity Policy</b>
<b>Introduction</b>	<p>This document specifies the “Board Diversity Policy” of JK Cement Ltd, its Subsidiaries/ other companies. This Board Diversity Policy is applicable with respect to the composition of the company’s Board only but sits alongside JK Cement’s Code of Conduct and the other relevant policies, which set out our broader commitment to D&amp;I.</p> <p>The Board believes an inclusive and diverse membership results in optimal decision-making and assists in the development and execution of a strategy, which promotes the success of company for the benefit of its stakeholders.</p>
<b>Description</b>	<p>We believe that Diversity &amp; Inclusivity (D&amp;I) at workplace is an instrument for overall development &amp; growth and we value and celebrate the uniqueness of every individual by fostering an environment of inclusion and empowerment. We also ensure that all our policies and practices are compliant and aligned to all applicable laws and regulations specific to Diversity and Inclusion.</p> <p>The Company is committed to creating a fair and transparent work environment with mutual respect forall. The Board believes that:</p> <ul style="list-style-type: none"><li>• membership of the Board should include a diverse mixture of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure, demographics, , ethnicity, and diversity of thought etc.</li><li>• a diverse Board with a range of views, insights, perspectives and opinions will improve its decision making and be of benefit to our shareholders, customers and other stakeholders;</li><li>• a culture of openness of discussion in the Board on matters placed before it, inclusion and diversity is promoted by a clear tone from the top, with the Board and Executive Committee championing diversity and inclusion in support of our corporate values.</li></ul> <p>On gender diversity, the Board aims that there should be suitable female representation on the Board. The Board supports and monitors management’s actions to increase the proportion of senior leadership roles held by women and other diversity candidates.</p>
<b>Review</b>	The policy to be reviewed periodically OR as and when, there are any changes required.
<b>Approved By</b>	 <b>Dr. Raghavpat Singhania</b> Managing Director