

Star Cement Limited (SCL)

Board Diversity Policy

I. **Objective** :

The Board Diversity Policy ('the policy') has been developed to ensure diversity in the Board of Directors of the Company.

II. **Applicability** :

The Policy applies to the Board of Directors of SCL.

III. **Purpose** :

SCL believes that a diverse Board is essential for success of an organization. A diverse Board influences eradicating differences in knowledge, skills, gender, age, geographical differences, cultural background etc., this ultimately effects competitive advantages.

A diverse Board is pioneer in achieving mission statement of the organization.

IV. **Monitoring** :

The Nomination and Remuneration Committee of the Board is responsible for monitoring and effective implementation of the policy.

The Committee shall:

- Recommend to the Board for appropriate mix of skills, experience, qualifications, age etc.
- To review the policy as and when required.
- To attract and maintain Board which has appropriate mix.