



## **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.

### **V. Control Process:**

In case of any subsequent changes in the provisions of Listing Regulations or any other applicable law which make the provisions in the Policy inconsistent with the Listing Regulations or any other applicable law, the provisions of the Listing Regulations and such law shall prevail over the Policy and the provisions in the Policy shall be modified in due course to make it consistent with the law.

The Policy is amended, approved and adopted by the Board of Directors of the Company on 21<sup>st</sup> May, 2025 and is effective from same date.