



# **PRIVI SPECIALITY CHEMICALS LIMITED**

**(Formerly known as Fairchem Speciality Limited)**

**(CIN: L15140MH1985PLC286828)**

**Regd Off: Privi House, A-71, TTC, Thane Belapur Road Koparkhairne,  
Navi Mumbai - 400710**

## **BOARD DIVERSITY POLICY**

**(Adopted by the Board at its meeting held on**

**Monday, July 29, 2024)**

## **BOARD DIVERSITY POLICY**

### **PURPOSE**

The Board Diversity Policy sets out the approach to diversity on the Board of Directors (Board) of Privi Speciality Chemicals Limited ("Privi / the Company"). Policy has been formulated by the Nomination & Remuneration Committee of the Board in accordance with the Regulation 19(4) of Securities and Exchange Board of India (Listing Obligation & Disclosure Requirements) Regulations, 2015 (read with Para D of the Schedule II) to assure that the Board is fully diversified and comprises of ideal combination of Executive and Non-Executive Directors, including Independent Directors, with the varied background

### **SCOPE**

This policy applies to the Board and does not apply to employees generally.

### **POLICY STATEMENT**

Privi believes that Board diversity is vital to handle various factors such as globalisation of business, rapid deployment of technology, greater social responsibility, ever rising emphasis on corporate governance & sustainability, enhanced need for risk management etc. In order to facilitate effective management of the business and to keep pace with the rapidly changing business and global environment.

The Policy shall conform to the following principles for achieving diversity on Board:

- In order to ensure balanced composition of executive, non-executive and independent directors on the Board, the Company should consider candidates from a wide variety of backgrounds without discrimination on the basis of religion, race, gender, age, marital status, sexual orientation or any other personal or physical attributes which does not speak to such person's ability to perform as a Board Member.
- Assess the appropriate mix of diversity, skill, experience and expertise required on the Board and assess the extent to which the required skills are represented on the Board
- The Directors should not have any pecuniary relationship with the Company, its subsidiaries, associates or joint venture and the Company's promoters besides sitting fees and commission.
- The directors should not be subject to allegations of illegal or unethical behaviour, in their private or professional life.
- The Directors should have ability to devote sufficient time to the affairs of the Company

## **ROLE OF NOMINATION & REMUNERATION COMMITTEE**

The Nomination & Remuneration committee, inter alia, is responsible for reviewing and assessing the Composition of Board as well as identifying and recommending appropriately qualified candidature(s), to hold Directorship in the Company, to the Board of Directors where and if need be.

## **LIMITATIONS, REVIEW AND AMENDMENT**

In the event of conflict between the provisions of this policy and the applicable law, the provisions of applicable law shall prevail over this policy. Any subsequent amendment / modification to the applicable law shall automatically apply to this policy.

The Committee will review this policy periodically and recommend appropriate revisions to the Board.

## **DISCLOSURE**

The Company shall disclose this policy on its website i.e. [www.privi.com](http://www.privi.com). The necessary disclosure, if any, about the policy will also be made as per the requirements of SEBI (LODR) Regulations, 2015.