



Policy on Board Diversity

(Pursuant to SEBI (LODR) Regulations, 2015)

**Adopted by the Nomination and Remuneration committee of the company
at its meeting dated 10.05.2025.**



INTRODUCTION

- As per the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015 (Listing Regulations), the Nomination and Remuneration Committee has to devise a Policy on Board Diversity.
- This Board Diversity Policy ('the Policy') is adopted in compliance with the Listing Regulations and sets forth the approach to diversity on the Board of Directors of the Company ('the Board'). The Company is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, ethnicity, gender, disability, nationality, religious or philosophical belief, age, family status or any other factor for appointing a person as a Director of the Company.

LAW AND APPLICABILITY

As per Regulation 19 (4) read with Part D of the Schedule II of the SEBI (LODR) Regulations, 2015, the Nomination and Remuneration Committee (NRC) of the Company has to devise Policy on Board Diversity. The Policy applies to the composition of the Board only and does not apply to diversity in relation to the employees of the Company.

POLICY STATEMENTS

The company is committed to enhancing the effectiveness of its Board by promoting diversity in its composition. Embracing diversity leads to improved decision – making and strengthens corporate governance.

To ensure the board processes a balanced mix of skills, experience and prospective aligned with the Company strategic objectives, several factors will be considered, including but not limited to gender, age, culture, educational, background, ethnicity professional experience, skills, knowledge and length of services.

The Committee shall conform to the following principles for achieving diversity on the board:

- Decisions related to the recruitment, promotion and remuneration of directors will be based on merit, performance and competence.
- To foster diversity and inclusiveness, best practice that promotes fairness and equality will be adopted. The company maintains a zero-tolerance policy towards unlawful discriminating and harassment of any kind.
- In striving for balance composition of executive, non- executive and independent directors, the company shall consider candidates from a wide range of backgrounds without bias or discrimination.



ROLE OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee (NRC) shall be responsible for:

- Periodically reviewing and evaluating the composition and diversity of the board.
- Identifying, evaluating, and recommending qualified candidates for appointment to the board, ensuring alignment with the diversity objectives of the company,
- Ensuring that the selection process is merit-based while considering a board range of diversity attributes including gender educational background, experience and professional expertise.
- Making recommendations to the board concerning any changes deemed necessary to enhance the effectiveness and inclusivity of Board composition.

REVIEW OF THE POLICY

The committee shall periodically review the policy, including an assessment of its effectiveness, and recommend any revision to the Board for approval.

DISCLOSURE OF THE POLICY:

The company shall disclose this policy on its official websites www.aanchalispac.com.

Any necessary disclosure regarding the policy shall also be made in accordance with the requirements of the Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulation, 2015 and other applicable laws.
