Tuticorin Alkali Chemicals and Fertilizers™

BOARD DIVERSITY POLICY

The Board of Directors ("Board") of Tuticorin Alkali Chemicals and Fertilizers Limited ("Company") has decided to consider and formulate a policy on diversity of the composition of the Board by the name of Board Diversity Policy ("Policy"). The Policy sets out the approach to have a diversity on the Board of the Company in terms of thought, experience, knowledge, perspective and gender in the Board, in compliance with the applicable laws, rules and regulations applicable to the Company.

Purpose

The Company believes that a diverse Board will amongst others –

a) Enhance the quality of decisions making and ensure better business performance.
b) Encourage diversity of perspectives thereby fuel creativity and innovation.
c) Complement and expand the skills, knowledge and experience of the Board as a whole.
d) Provide better Corporate Governance.

A diverse Board will include and make good use of the differences in the skills, knowledge, industry experience, background, race, gender and other qualities of the individual members as a whole. All Board appointments will be done on merit, in the context of skills as required for the areas of our business operations, management and also expertise in the relevant sector.

Nomination & Appointment

The Nomination and Remuneration Committee ('Committee') of the Board shall be responsible for:

a) Reviewing and assessing the composition and performance of the Board.
b) Identify appropriate qualified personnel to occupy Board position.
c) Suggest appropriate expertise and diversity required based on future projected activities of the Company.
d) Managing the process of recruiting new member to the Board, defining requisite skills and expertise and make recommendations to the Board.
e) Ensuring that selection process is formal and thorough and non-discriminatory.
f) Review and report any changes in relation to the diversity of the Board.

The Committee shall also review the Board composition in terms of the size of the Board, the composition of executive and non-executive directors and the composition of independent directors, each of which shall be in accordance with the requirements of the Articles of Association of the Company, the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 and other statutory / regulatory requirements.

Amendments

The Committee shall review this Policy on a periodic basis and recommend revisions to the Board for consideration and approval. The policy shall be reviewed on the need basis.

Interpretation

Any words used in this policy but not defined herein shall have the same meaning ascribed to it in the Articles of Association of the Company and /or the Companies Act, 2013 or Rules made thereunder.

In case of any dispute or difference upon the meaning / interpretation of any word or provision in this Policy, the same shall be referred to the Committee and the decision of the Committee in such a case shall be final.

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