

EVEREST ORGANICS LIMITED

POLICY ON BOARD DIVERSITY

Pursuant to SEBI (LODR) Regulations, 2015

POLICY ON BOARD DIVERSITY

(Reviewed and approved by the Committee on August 05, 2021)

1. PURPOSE

The Board Diversity Policy (**the 'Policy'**) aims to sets out the approach to diversity on the Board of Directors (**the 'Board'**) of Everest Organics Limited (**the 'Company'**).

Company has approved and adopted this Policy as formulated in compliance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the Listing Regulations") and provisions of the Companies Act, 2013 ("the Act"), at its meeting held on August 05, 2021, being the effective date of the Policy.

2. SCOPE

The Policy applies specifically to the Board and excludes diversity in relation to employees of the Company.

3. POLICY STATEMENT

The Company recognizes and embraces the benefits of having a diverse Board, and sees increasing diversity at the Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the skills, industry experience and expertise, background, gender and other distinctions among Directors. These differences will be considered in determining the optimum composition of the Board and when possible, should be balanced appropriately on need basis. All Board appointments are to be made on merit, in the context of the skills, experience, independence and knowledge in which the Board as a whole requires to be effective.

The Nominations and Remuneration Committee ('the Committee') reviews and assesses Board's composition on behalf of the Board and recommends the appointment of Directors as follows:

- In reviewing Board composition, the Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable the Board to discharge its duties and responsibilities effectively.
- In identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.
- As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the balance of skills, experience, independence, knowledge and how the Board works together as a unit, and other factors relevant to its effectiveness would be considered.

4. MEASURABLE OBJECTIVES

The Committee will discuss and agree on the measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

5. REVIEW OF THE POLICY

The Committee shall review the policy from time to time, to ensure the effectiveness of the Policy, discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.
