

## AKSH OPTIFIBRE LIMITED

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### AKSH OPTIFIBRE LIMITED

### BOARD DIVERSITY POLICY

#### 1. INTRODUCTION

The Board diversity is imperative in view of globalization of business, rapid deployment of technology, greater social responsibility, ever increasing emphasis on corporate governance and increasing need for risk management. These factors make running of businesses much more complex now than before. Board diversity is the breadth of perspective, not the mere inclusion of various diverse traits that will benefit the organization. Board diversity helps in addressing concerns and the perspective of all key stakeholders. It enables the Company to keep pace with changing business dynamics.

#### 2. PURPOSE

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Boards of Directors of Aksh Optifibre Limited ('the Board').

#### 3. SCOPE

The policy applies to Board. It does not apply to diversity in relation to employees.

#### 4. POLICY OBJECTIVES

The objectives of this policy includes the following:

- a) To take more holistic and multidimensional view of business complexities and navigate the complex and dynamic issues that the Company faces;
- b) To help the Company build better Board that can draw upon a wide range of perspectives, as well as experience and knowledge;
- c) To bridge the gap in the board composition for achieving optimum and balanced Board with full range of attributes; and
- d) To encourage healthy and open discussion and promote independence of judgment.

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**5. POLICY STATEMENT**

The Company serve different customer segments and investors. Having members of the Board from different fields is therefore all the more important for sustained commercial success of the Company. While selecting the Board members, the Company shall endeavour to include and make good use of diversity in the skills, qualification, age and professional & industry experience, irrespective of race, caste, creed, religion, disability, gender, sexual orientation or marital status.

The Board of Directors (“Board”) or committee thereof shall consider various factors for selection of a Director including merit, review of the candidate’s integrity with high level of ethical standards, educational background and industry or related experience so as to enable the Board to achieve the objectives of the Company. The Board shall endeavour to achieve optimum and balanced composition of the Board in terms of specialisation in one or more areas such as technical, finance, law, public administration, management, accounting, marketing, production, human resource, etc. The Board shall have at least one woman director, preferably an independent director.

**6. MEASURABLE OBJECTIVES**

The Nomination Committee will discuss and agree annually all 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.

**7. REVIEW OF POLICY**

The Committee will review the Policy annually, which will include an assessment of the effectiveness of the Policy. The Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.



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