

# BOARD DIVERSITY POLICY



## **Alkem Laboratories Limited**

### **BOARD DIVERSITY POLICY**

The Nomination and Remuneration Committee (**Committee**) has devised a policy on Board Diversity in accordance with the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. (**Listing Regulations**).

#### **I. OBJECTIVE**

The Board Diversity Policy (**Policy**) sets out the approach to diversity on the Board of Directors Alkem Laboratories Limited (**Company**).

#### **II. VISION**

The Company recognizes the importance and benefits of having the diverse Board to enhance quality of its performance.

#### **III. POLICY STATEMENT**

Company sees increasing diversity at 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, regional and industry experience, background, race, gender and other distinctions between Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of the skills, experience, independence and knowledge which the Board as a whole requires to be effective. 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.

The Committee reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. The Committee also oversees the conduct of the annual review of Board effectiveness.

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 it to discharge its duties and responsibilities effectively.

As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the Committee will consider the balance of skills, experience, independence and knowledge of Company's business, on the Board and the diversity representation of the Board, including gender, how the Board works together as an unit, and other factors relevant to its effectiveness.

The Board shall have optimum combination of executive, non executive and independent Directors in accordance with the provisions of the Companies Act, 2013 and Listing Regulations.

#### **IV. RESPONSIBILITY AND REVIEW**

The Policy will be periodically reviewed by the Committee which will include assessment of the effectiveness of the Policy. The Committee will recommend appropriate revisions of the Policy to the Board.