



AIRAN LIMITED

Board Diversity Policy

REGISTERED OFFICE:

**408, KIRTIMAN COMPLEX, B/H REMBRANDT, C.G
ROAD, AHMEDABAD-380006**

1. PURPOSE OF THIS POLICY:

This Board Diversity Policy (the “Policy”) sets out the Company’s approach to ensuring adequate diversity on the Board of Directors (the “Board”) of the Company in terms of thought, experience, knowledge, perspective and gender in the Board and to achieve following objectives:-

- Improving board effectiveness and decision - making by tapping into a broader range of perspectives;
- Managing and mitigating environmental, social and corporate governance risks;
- Being more relevant by reflecting the diversity of a company’s workforce and stakeholders;
- Signaling a more progressive company.
- To have a board that offers a broad range of perspectives that are directly relevant to the business and organizational needs.

2. SCOPE:

This Policy applies to the Board. It does not apply to employees generally.

3. POLICY STATEMENT:

Airan Limited recognises and embraces the importance of a diverse Board in its success. Airan Limited believes that a truly diverse Board will leverage differences in thought, perspective, Knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender, which will ensure that Airan Limited retains its competitive advantage.

Airan Limited believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives, including to:

- Drive business results;
- Make corporate governance more effective;
- Enhance quality and responsible decision making capability;
- Ensure sustainable development; and
- Enhance the reputation of Airan Limited

The Nomination and Remuneration Committee is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.

While all appointments to the Board will continue to be made on merit, the Committee will consider the benefits of diversity (including but not limited to the attributes listed above) in identifying and recommending persons for Board membership, as well as in evaluating the Board and its individual members.

Further, the Committee will ensure that no person is discriminated against on grounds of religion, race, gender, pregnancy childbirth or related medical conditions, national origin or ancestry, marital status, age, sexual orientation, or any other personal or physical attribute which does not speak to such person’s ability to perform as a Board Member.

Accordingly, the Committee shall:

- Assess the appropriate mix of diversity, skills, experience and expertise required on the Board and assess the extent to which the required skills are represented on the Board,
- Make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience and expertise on the Board, and
- Periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Articles of Association of Airan Limited, the Companies Act 2013, listing Regulations and the statutory, regulatory and contractual obligations of Airan Limited.

The effective implementation of this Policy requires that shareholders are able to judge for themselves whether the Board as constituted is adequately diverse. To this end, Airan Limited shall continue to provide sufficient information to shareholders about the size, qualifications and characteristics of each Board member.

4. RESPONSIBILITY AND REVIEW OF THE POLICY

The Committee will review this Policy periodically and recommend appropriate revisions to the Board.
