



ADVIT JEWELS LIMITED

Diversity on Board of Directors Policy

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1. PREFACE OR INTRODUCTION:

This Policy on Board Diversity (the "Policy") for the Board of Directors (the "Board") of **ADVIT JEWELS LIMITED** (the "Company") has been in accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI (LODR) Regulations, 2015") to assure that the Board is fully diversified and comprises of an ideal combination of Executive and Non-Executive Directors, including Independent Directors, with diverse backgrounds.

2. DEFINITIONS

- (i) "Act" means Companies Act, 2013 and the rules framed there under, each as amended
- (ii) "Board" means Board of Directors
- (iii) "Company" means ADVIT JEWELS LIMITED and
- (iv) "Independent Director" means an independent director referred to in sub-section (6) of section 149 of the At
- (v) "SEBI" means Securities Exchange Board of India
- (vi) "Stock Exchanges" means NSE and BSE

3. PURPOSE:

This Policy has been formulated to recognize and promote the significance of maintaining a diverse composition of the Board, with a view to harnessing the distinct and individual skills, qualifications, and experiences of its members. The objective of this Policy is to establish a structured framework for effectively utilizing the collective knowledge, perspectives, and expertise of the Board in a manner that supports and enhances the Company's business objectives and strategic direction.

Through this Policy, the Company seeks to ensure that the Board's diversity contributes meaningfully to informed decision-making and provides sound guidance to the management, in alignment with the Company's long-term vision and commercial interests.

4. OBJECTIVES OF THE POLICY

The Objectives of the Policy include:

- Board to drive diversity and have an appropriate blend of functional and industry expertise;
- Enhance the quality of decisions making and ensure better business performance
- Encourage diversity of perspectives thereby fuel creativity and innovation
- Complement and expand the skills, knowledge and experience of the Board as a whole



- While recommending the appointment of a director to, *inter alia*, consider the manner in which the function and domain expertise of the individual contributes to the overall skill domain mix of the Board;
- To help the Company build a better Board that can draw upon a wide range of perspectives, expertise, knowledge and experience;
- To achieve an optimum and balanced Board, with a wide range of attributes;
- To encourage healthy and open discussion and promote independence of judgement in Board and Committee deliberations; and
- To have an optimum mix of Executive, Non-Executive and Independent Directors including Women Directors.

5. ROLE OF THE NOMINATION AND REMUNERATION COMMITTEE:

The Committee, *inter alia*, is responsible for reviewing and assessing the composition of the Board as well as for identifying and recommending appropriately qualified candidature(s), to hold Directorship in the Company, to the Board of Directors where and if need be.

6. REVIEW OF THE POLICY:

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

7. DISCLOSURE OF THE POLICY

The Company shall disclose this Policy on its website.

