

JOONKTOLLEE TEA & INDUSTRIES LIMITED

CIN : L01132WB1900PLC000292

POLICY ON BOARD DIVERSITY

PURPOSE

In accordance with Clause 49 of the Listing Agreement, the Company has framed a formal Policy on Board diversity which sets out a framework to promote diversity on Company's Board of Directors (the Board).

VISION

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

POLICY STATEMENT

The Company believes that a diverse Board will enhance the quality of the decisions made by the Board by utilising different skills, qualifications, professional/business/industry experience, gender, knowledge etc., of the members of the Board, necessary for achieving sustainable and balance development. It is recognised that a Board composed of appropriately qualified people with broad range of experience relevant to the business of the company is important to achieve effective corporate governance and sustained commercial success of the company.

For appointment of persons to the office of Directors and deciding composition of the Board, the Nomination & Remuneration Committee and the Board shall also bestow due attention to this policy on Board diversity. In this process, the Nomination & Remuneration Committee / Board will take into consideration qualification and wide experience and knowledge of the Directors in the fields of banking, finance, administration, company's lines of business, information system, HR , etc., apart from compliance of legal, regulatory and contractual requirements of the Company.

The total number of Directors constituting the Board shall be in accordance with the Articles of Association of the Company. The Board of the Company shall have an optimum combination of executive, non-executive and independent Directors with at least one woman Director and the composition of the Board shall be in accordance with the requirements of the Articles of Association of the Company, the Companies Act, 2013, Listing Agreement and other statutory, regulatory and contractual obligations of the Company.

REVIEW OF POLICY

The Nomination & Remuneration Committee will review the policy, from time to time, to ensure the effectiveness of the policy. The Nomination & Remuneration Committee will discuss any revision that may be required, and make recommendations to the Board of Directors of the company for consideration and approval.

DISCLOSURE OF THE POLICY

This Policy will be posted on the website of the Company. The necessary disclosure about the Policy will also be made as per requirements of Listing Agreement and the Companies Act, 2013.