POLICY ON BOARD DIVERSITY

1. Purpose:

The Board Diversity Policy ('Policy') sets out approach to diversity on the Board of the Directors ('Board') of **DACHEPALLI PUBLISHERS LIMITED.**

2. Scope:

This policy applies to the Board.

3. Board Diversity

The Company believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry, experience, age, ethnicity race, and gender, which will help us retain our competitive advantage. The Board has adopted the Board Diversity Policy which sets out the approach to diversity of the Board of Directors.

4. Policy Statement:

The Company aims to enhance the effectiveness of the Board by diversifying it and obtain the benefit out of it by better and improved decision making. In order to ensure that the Company's boardroom has appropriate balance of skills, experience and diversity of perspectives that are imperative for the executing of its business strategy the company shall consider a number of factors including but not limited to skills, industry, experience, background, race and gender.

The company believes that diverse Board will contribute to the achievements of its strategic and commercial objectives including to:

- Drive business results
- Make corporate governance more effective
- Enhance quality and responsible decision making capability;
- Enhance the reputation of the Company

The Policy shall conform to the following principles for achieving diversity on its Board:

- Decisions pertaining to recruitment promotion and remuneration of the directors will be based on their performance and competence ; and
- For embracing diversity and being inclusive best practices to ensure fairness and equality shall be adopted and there shall be zero tolerance for unlawful discrimination and harassment of any sort whatsoever.

In order to ensure an optimum combination of Executive, Non-Executive and Independent Directors on the Board in accordance with requirements of Articles of Association of the Company the Companies Act, 2013 and Listing Agreements the Company shall consider candidates from a wide variety of backgrounds without discrimination based on the following factors:

- Gender
- Age
- Nationality and ethnicity
- Physical disability
- Educational qualification

5. <u>Responsibilities and Review</u>:

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".

VINOD KUMAR DACHEPALLI
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