

# WEST COAST PAPER MILLS LIMITED

## BOARD DIVERSITY POLICY

### Purpose

The Board Diversity Policy (“**the Policy**”) sets out the approach for diversity of the Board of West Coast Paper Mills Limited under Part D of Schedule-II of Regulation 19(4) of SEBI (LODR) Regulations, 2015.

### Scope

This Policy applies to the Board only and does not apply to diversity in relation to employees of the Company.

### Policy Statement

West Coast Paper Mills Limited (“**WCPM**”) recognizes and embraces the benefits of having a diverse Board. WCPM believes that a truly diverse Board comprising of appropriately qualified people with a broad range of experience relevant to the business of the Company and is also an essential element in maintaining a competitive advantage on sustainable basis. Diverse Board will leverage differences in thought, education, gender, age, race, geography, ethnicity, background, knowledge & skills including – expertise in financial, global business, leadership, technology, mergers & acquisition, strategy sales and marketing, environment social & governance (“**ESG**”), risk and cyber security and other domains, which will ensure that the company retains its competitive advantage.

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

- Drive business robust and better results;
- Make corporate governance more effective;
- Enhance quality and responsible decision-making capability;
- Ensure sustainable development; and
- Enhance the reputation of the organization.

The Nomination and Remuneration Committee (“**The 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 and recommend the appointment of candidates for approval of the Board and Shareholders. The Committee devises the Board diversity policy and recommend the same for approval of the Board.

The Board diversity policy shall ensure an optimum composition of the Board such that the talent of all members of the Board blend together to be as effective as possible. The Board should be balanced by members having complementary knowledge, expertise and skills in areas such as business strategy, finance, accounting, legal, marketing, manufacturing, technology and such other areas that the Board considers desirable.

Consideration and selection of candidates for appointment on the Board will be based on merit against objective criteria and in the context of skills, knowledge, personal traits, general experience & background, industry or related experience and expertise including functional expertise. Further, in addition to new appointments, the balance of skills, experience, knowledge and independence of the Board will also be considered as a part of the annual evaluation of the Board performance.

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

### **Responsibility and Review**

This Policy can be amended, modified or revised by the Committee and approved by the Board of Directors of the Company from time to time.

\*\*\*\*\*

**The policy is approved by the Board of Directors on 19.05.2023 and valid for five years from immediate effect.**