



IND-SWIFT LIMITED

POLICY ON BOARD DIVERSITY

Purpose of this Policy:

The purpose of this Board Diversity Policy is to ensure an inclusive and diverse membership of the board of directors of Ind-Swift Limited (the “Board”) resulting in optimal decision-making & assisting in the development and execution of a strategy which promotes success of Ind-Swift Limited (ISL) for the collective benefit of its stakeholders. ISL is committed to promoting diversity & inclusion within the organization and in larger communities who we partner with. Our objective is to achieve gender parity across all levels starting from our Board.

Law & Applicability:

As per Regulation 19 (4) read with Part D of the Schedule II of the SEBI (LODR) Regulations, 2015, the NRC of the Company must devise a Policy on Board Diversity.

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

Policy Statement:

The Company recognizes and embraces the benefits of having a diverse Board of Directors and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage in the complex business that it operates. It is recognized 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. A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions amongst Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. At a minimum, the Board of the Company shall consist of at least one woman Director. All Board appointments are made on merit, in the context of the skills, experience, independence, knowledge and integrity which the Board as a whole requires to be effective.

Review of the Policy:

The Nomination & Remuneration Committee will review this policy periodically and recommend appropriate revisions to the Board as may deem necessary.