



AMRUTANJAN HEALTH CARE LIMITED

Policy on Board Diversity

(as approved by the Board on 5th February, 2015)

1. Introduction

Amrutanjan has already been in the forefront in voluntarily adopting the practice of having a diverse board as it was felt that increasing diversity at Board level would help achieving competitive excellence. To quote an example, a woman director joined the Board of the Company in 2011 itself which became a mandatory requirement later in the Companies Act, 2013. This Policy on Board Diversity is put in place to formalise the same in accordance with the amended Clause 49 of the Listing Agreement. The Policy deals with the framework to encourage and promote diversity on Board of Directors of the Company (the 'Board').

2. Vision

The Company seeks to ensure that diversity in its broadest sense continues to remain a significant feature of Amrutanjan Board to benefit from contributions by right mixture of required talents;

3. Policy

The Board shall include and make good use of differences in the skills, regional and industry experience, background, gender and other qualities of Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments shall be made on merit, in the context of the skills and experience the Board as a whole requires to be effective. The Nomination & Remuneration Committee ('the Committee') shall review and assess Board composition on behalf of the Board while recommending appointment of new directors.

In reviewing Board composition, the Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience and background on the Board.

In identifying suitable candidates for appointment to the Board, the Committee will take into consideration qualifications, experience of the directors in all relevant areas including finance, administration, management, research & development, pharmaceutical & OTC business segments in addition to compliance of statutory requirements and with due regard for the benefits of diversity on the Board.

As part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors, the Committee will consider the balance of skills, experience, independence and knowledge of Company's brand and the diversity representation of the Board.

The Company shall continue its search for resource persons to fill the potential gaps in the Board whenever changes happen in the strategic approach to keep pace with the increasing competition, at the same time, not compromising its decades old practice on Board Diversity.

4. Review of Policy

The Policy will be reviewed by the Nomination & Remuneration Committee as and when it considers necessary and make suitable recommendations to the Board on the required changes for approval by the Board.

5. Display & Disclosure

The Policy shall be hosted on the official website of the Company and necessary disclosures about the Policy shall also be made as per the regulatory requirements.