



BOARD DIVERSITY POLICY

Version – 1.1

Effective 26th June, 2021

[As approved by the Board of Directors on 26.06.2021 and revised on 29.03.2022]

Tarsons Products Limited
CIN: L51109WB1983PLC036510
Martin Burn Business Park, Room No. 902 BP- 3, Salt Lake, Sector- V,
Kolkata 700091, West Bengal, India
T: +91 33 3522 0300, Email- info@tarsons.com, Website: www.tarsons.com

BOARD DIVERSITY POLICY

1. INTRODUCTION

Tarsons Products Limited (hereinafter referred to as “Tarsons” or “Company”) has formulated this “Board Diversity Policy” (the “Policy”) in accordance with SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, (hereinafter referred to as “Listing Regulations”).

This Policy is the revised version of the “Board Diversity Policy” adopted by the Company from time to time and is effective from 26th June 2021 and revision effective from 29th March 2022.

2. OBJECTIVE OF THE POLICY

The Company recognizes and embraces the benefits of having a diverse Board and is committed towards promoting diversity on the Board. A diversified board not only enhances board effectiveness by ensuring rational, pragmatic and quick decision making but also better understands and connects with the stakeholders to attain the Company’s stated goals and strategic objectives. The Board believes that in order to augment Board’s capability and efficiency, diversity at the Board level has a pivotal role to play and accordingly this Policy aims to set out a framework to achieve the same.

3. THE POLICY

While all appointments to the Board will continue to be made on merit, the benefits of diversity shall be considered while designing the Board’s composition and number of aspects, including but not restricted to gender, age, ethnicity, cultural background, educational background, professional qualifications, experience, skills, knowledge and expertise of the candidate shall be looked into.

Further, the Board shall have an optimum combination of executive, non-executive and independent directors including women directors in accordance with the requirements of the Listing Regulations.

4. REVIEW AND AMENDMENT OF THE POLICY

The Nomination and Remuneration Committee shall monitor and review the Policy from time to time, to ensure the effectiveness of the Policy and recommend necessary revisions to the Board for consideration and approval.

The Board of Directors has the right to amend or modify this Policy in whole or in part, at any time, without assigning any reason whatsoever, subject, however, to the condition that such alterations shall be in consonance with the provisions of the Applicable Law.

In any circumstance where the terms of this Policy differ from any Applicable Law governing the Company, such Applicable Law will take precedence over this Policy and procedures until such time as this Policy is modified in conformity with the Applicable Law.