
AURO LABORATORIES LIMITED

BOARD DIVERSITY POLICY

1. Introduction:

The Board of Directors (“Board”) of Auro Laboratories Limited (“Company”) has decided to consider and formulate a policy on diversity of the composition of the Board by the name of Board Diversity Policy (“Policy”). The Policy sets out the approach to have a diversity on the Board of the Company in terms of thought, experience, knowledge, perspective and gender in the Board, based on the applicable laws, rules and regulations applicable to the Company.

2. Purpose:

This Policy aims to set out the approach to achieve diversity on the Company’s Board of Directors (“Board”). The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. The basic essence of the Policy is to provide a framework for leveraging on the differences within the expertise of the Board, offering a broad range of perspectives that are directly relevant to the business.

3. Policy Statement and Objective:

The Company believes that a diverse Board will amongst others –

- a. Enhance the quality of decisions making and ensure better business performance.
- b. Encourage diversity of perspectives thereby fuel creativity and innovation.
- c. Complement and expand the skills, knowledge and experience of the Board as a whole.
- d. Provide better Corporate Governance.

With a view to achieving a sustainable and balanced development, the Company is looking forward to increase diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.

In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. Keeping this objective in view all Board appointments will be based on meritocracy, and candidates will be considered, having due regard for the benefits of diversity on the Board.

The ultimate decision will be based on merit and contribution that the selected candidates will bring for the benefit of the company.

4. Monitoring and Reporting:

The Nomination and Remuneration Committee will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this policy.

5. Review of this Policy:

The Nomination and Remuneration Committee will review this Policy, when considered necessary, to ensure its effectiveness. The Nomination and Remuneration Committee will discuss any revision in the Policy that may be required, and make appropriate modification to the Policy.

6. Disclosure of the Policy:

This policy will be posted on the Company's website. The necessary disclosure about the policy will also be made as per requirements of the SEBI (LODR) Regulations, 2015 and the Companies Act 2013.
