

BOARD DIVERSITY POLICY

SILVER CONSUMER ELECTRICALS LIMITED

CIN: U46539GJ2021PLC122633

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PURPOSE

The Policy on Board Diversity (the “**Policy**”) sets out the approach to diversity on the Board of Directors (the “**Board**”) of Silver Consumer Electricals Limited (the “**Company**”).

SCOPE

This Policy applies to the Board. It does not apply to non-Board members and employees generally.

OBJECTIVES OF THE POLICY

The company recognizes that diversity at board level is a necessary requirement in ensuring an effective board. A mix of executive, independent and other non-executive directors is one important facet of diverse attributes that the company desires. Further, a diverse board representing differences in the educational qualifications, knowledge, experience, gender, age, cultural background, race, ethnicity, nationality, thought, perspective and other diversity results in delivering a competitive advantage and a better appreciation of the interests of stakeholders. These differences should be balanced against the need for a cohesive, effective board. All board appointments shall be made on merit having regard to this policy.

The Objectives of the Policy include:

- Board to drive diversity and have an appropriate blend of functional and industry expertise;
- While recommending the appointment of a director, consider the manner in which the function and domain expertise of the individual contributes to the overall skill domain mix of the Board;
- To help the Company build a better Board that can draw upon a wide range of perspectives, expertise, knowledge, and experience;
- To achieve an optimum and balanced Board, with a wide range of attributes;
- While recommending the appointment of a Director, the NRC will consider the criteria as laid down under the Act and applicable Regulations/ Guidelines issued by Statutory and Regulatory Authorities, as also those issued by Silver Consumer Electricals Limited, from time to time, and the manner in which the function and domain expertise of the individual will contribute to the overall skill-domain mix of the Board;
- The consideration and selection of candidates for appointment to the Board will be based on merit which shall include a review of any candidate's integrity, experience, educational background, industry or related experience and any other criteria as may be required in the opinion of NRC committee;

- To encourage healthy and open discussion and promote independence of judgement in Board and Committee deliberations; and
- To have an optimum mix of Executive, Non-Executive and Independent Directors, including Women Directors.
- periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

POLICY STATEMENT

The Companies Act, 2013, as amended from time to time and the rules made thereunder (the “**Companies Act**”) read with the Listing Regulations, as amended, require the Board and the Nomination and Remuneration Committee (“**NRC**”) to formulate a Board Diversity Policy.

LIMITATION AND REVIEW OF THIS POLICY

In the event of any conflict between the provisions of this Policy and of the applicable law, the provisions of applicable law shall prevail over this Policy. Any subsequent amendment / modification to the applicable law shall automatically apply to this Policy.

The NRC will review this policy periodically and recommend revisions to the board for consideration.

AMENDMENT:

The Board may review and amend this Policy from time to time, as may be deemed necessary in accordance with the applicable Laws.