

JINDAL STEEL LIMITED

POLICY ON BOARD DIVERSITY

1.	Purpose:	In accordance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR Regulations”), the Company has framed a formal policy on Board diversity which sets out a framework to promote diversity on Company’s Board of Directors (the ‘Board’).
2.	Scope:	This policy applies to Board. It does not apply to employee generally.
3.	Vision:	The Company recognizes the importance and benefits of having a diverse Board to enhance the quality of the Board’s performance and overall governance effectiveness. A diverse mix of backgrounds, experiences, skills and perspectives contributes to robust oversight and long-term sustainable growth.
4.	Policy Statement:	<p>The Company recognizes and believes that a diverse Board will enhance the quality of the decisions made by the Board by utilizing different skills, qualifications, professional experiences, gender, knowledge etc. of the members of the Board, necessary for achieving sustainable and balanced development.</p> <p>The selection of candidates for Board membership shall be based on a broad range of diversity perspectives, including but not limited to gender, age, cultural background, nationality, ethnicity, educational background, professional experience, skills, and knowledge. All appointments shall be made on the basis of merit, objective criteria and the value that the selected individual brings to the Board and the Company.</p> <p>The Nomination and Remuneration Committee (NRC) is responsible for reviewing and assessing the composition of the Board and the Board shall also have due regard to this policy on Board diversity in all director appointments and succession planning.</p>

Jindal Steel Limited (Formerly Known as Jindal Steel & Power Limited)

Corporate Office: Jindal Centre, 12 Bhikaji Cama Place, New Delhi - 110066

Registered Office: O.P. Jindal Marg, Hisar, Haryana - 125005

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CIN No.: L27105HR1979PLC009913

		<p>In this process, the NRC and /or the Board will take into consideration the qualification and wide experience of the directors in the fields such as the steel and power industry, banking, finance, regulatory affairs, administration, and law etc. along with compliance with the legal and contractual requirements of the Company.</p> <p>The Board of Directors of the Company shall have an optimum combination of executive and non-executive directors with at least one woman director and the composition of the Board shall be in accordance with requirements of the Articles of Association of the Company, the Companies Act, 2013, SEBI LODR Regulations and other applicable statutory, regulatory and contractual obligations of the Company.</p> <p>Further, the Committee will ensure that no person is discriminated against on grounds of religion, race, gender, national origin or ancestry, marital status, age or any other personal or physical attributes which does not speak to such person's ability to perform as a Board member.</p>
5.	Review of Policy:	The NRC Committee will review the policy from time to time and make recommendations on any required changes to Board for consideration and approval.
6.	Disclosure of the Policy:	This policy will be posted on the Company's website and necessary disclosures regarding the policy will be made as per requirements of SEBI LODR Regulations and Companies Act 2013.

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