

BOARD DIVERSITY POLICY

BANSAL WIRE INDUSTRIES LIMITED

INTRODUCTION

This Policy on Board Diversity (the “Policy”) for the Board of Directors (the “Board”) of Bansal Wire Industries Limited (“**the Company**”) has been formulated by the Nomination and Remuneration Committee (“NRC”) in accordance with Regulation 19(4) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI (LODR) Regulations, 2015”) to assure that the Board is fully diversified and comprises of an ideal combination of Executive and Non-Executive Directors including Independent Directors, with diverse backgrounds.

SCOPE

The Policy applies only to the members of the Board and not to the employees of the Company.

PRINCIPLES RELATING TO DIVERSITY

The Company aims to enhance the effectiveness of the Board by diversifying its composition so that the Company gets the benefit out of such diversity in better and improved decision making.

The composition of the Board shall ensure representation from:

- Individuals having varied skills / expertise / competencies for the effective functioning of the Board and Company.
- Individuals having requisite qualifications, tenure, experience & age.
- Appropriate mix of cultural, geographical and gender diversity.
- Appropriate mix of Executive and Non-Executive directors in accordance with the Companies Act, 2013 and SEBI LODR Regulations.

ROLE OF NRC:

The NRC shall also take into consideration the following matters whilst dealing with matters relating to Board Diversity:

- Enforce the said principles so as to bring in diversity of perspectives and encourage creativity and innovation at the Board level.
- While evaluating candidates for appointment as a Director of the Company, the NRC shall consider them on merits in the context of their age, skill sets, experience, level of independence, specific expertise and specialized knowledge, so as to provide the Board/

Committees with diversified set of skills, knowledge, practical experience and representation and recommend such appointment/ nomination, for the approval of the Board.

- Review the effectiveness of the induction programs conducted for new directors and the training programs conducted for the Board, to ensure that Company's diversity goals are met.
- While reviewing the annual performance evaluation of the Board, the Chairperson, the Committees and the Independent Directors and the overall effectiveness of the Board, the NRC shall assess the impact of the Board's diversity to the overall functioning of the Board.
- Explore measurable objectives for achieving Board diversity and recommend the same to the Board for its adoption.
- Complying with the provisions of the Companies Act, 2013 and SEBI Listing Regulations in respect of Woman Director.

POLICY REVIEW

The NRC will review the policy from time to time and make recommendations on any required changes to Board for consideration and approval.

LIMITATIONS, REVIEW AND AMENDMENT

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 Committee will review this Policy periodically and recommend appropriate revisions to the Board.