



# **RUBFILA**

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## **INTERNATIONAL LIMITED**

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### **BOARD DIVERSITY POLICY**

The Securities and Exchange Board of India (“SEBI”) has vide Circular No.CIR/CFD/POLICY CELL/2/2014 dated 17<sup>th</sup> April, 2014 mandated Companies to form a policy on Board Diversity.

Rubfila International Ltd has been incorporated under the Companies, Act, 1956 on 05<sup>th</sup> April, 1993 (CIN L25199KL1993PLC007018) and is engaged in manufacture of Heat Resistant Latex Rubber Thread (HRLRT).

#### **VISION**

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

#### **POLICY STATEMENT**

The Company believes that a diverse Board will further enhance the quality of the decisions made by the Board by utilising the different skills, qualification, professional experience, gender, knowledge etc. of the members of the Board, necessary for achieving sustainable and balanced development.

#### **MEASURABLE OBJECTIVES**

The appointments of persons to office of Directors and deciding composition of the Board, the Nomination and Remuneration Committee and the Board shall also have due regard to this Policy on Board Diversity. In this process Board will take into consideration qualification and wide experience of the Directors in the field of finance, regulatory, administration, legal apart from compliance of legal and contractual requirements of the Company for ensuring transparent Board nomination process with diversity of thought, experience, knowledge, perspective of gender in Board.

The total number of Directors constituting the Board shall be in accordance with the Articles of Association of the Company and the provisions of Listing Agreement and Companies Act, 2013 and Rules framed thereunder, as applicable. The Board of Directors of the Company shall have an optimum combination of executive and non executive Directors with at least one woman Director.

#### **REVIEW OF THE POLICY**

The Remuneration and Nomination Committee will review the Policy, from time to time, to ensure the effectiveness of the Policy. The Remuneration and Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

#### **DISCLOSURE OF THE POLICY**

The Policy will be uploaded on the Company's website for public information. A summary of the Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report annually.

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