HALDIA PETROCHEMICALS LIMITED

BOARD DIVERSITY POLICY

(Pursuant to Regulation 19 read with Part D of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)

1. Purpose

The Board Diversity Policy ('the Policy') sets out the Company's approach to ensuring adequate diversity in the Board of Directors of Haldia Petrochemicals Limited ('the Board").

2. Scope

This Policy applies to the Board of Directors of Haldia Petrochemicals Limited (HPL). It does not apply to employees generally.

3. Policy Statement

1) HPL recognises and embraces the importance of a diverse Board in its success. HPL believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender, which will ensure that HPL retains its competitive advantage.

2) HPL's policy is to leverage diversity to contribute to the achievement of HPL's Mission and objectives. This means using diversity to drive business results; enhance Company's reputation; and attract, recruit, engage and retain a diverse team of talented people on the Board of HPL.

3) The Board aims to attract and maintain a Board which has an appropriate mix of diversity, skills, experience and expertise.

4. Monitoring

The Nomination and Remuneration Committee ('Committee') is responsible for monitoring and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.

The Committee shall:

i. Assess the appropriate mix of diversity, skills, experience and expertise required on the Board and assess the extent to which the required skills are represented on the Board.
ii. Make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience and expertise on the Board, and
iii. Periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

5. Responsibility and Review of the Policy

The Nomination and Remuneration Committee will review this Policy periodically and recommend appropriate revisions to the Board, which will include an assessment of the effectiveness of the Policy.

The Nomination and Remuneration Committee shall discuss any revisions that may be required and recommend any such revisions to the Board for approval.

Place: Kolkata
Date: 11.11.2022

By order of the Board of Directors
Sd/-
Company Secretary