

## **BOARD DIVERSITY POLICY**

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### **PREAMBLE:**

The Nomination and Remuneration Committee of Transworld Shipping Lines Limited (Formerly known as Shreyas Shipping & Logistics Limited) ("Company") has framed this Board Diversity Policy (hereinafter called "the Policy"). The Policy sets out the approach to have a diversity on the Board of the Company in terms of expertise, experience, knowledge, perspective, and gender in the Board, based on the applicable laws, rules and regulations.

### **OBJECTIVE**

The Company recognizes the importance of diversity in its success. This policy is largely framed to address the importance of a diverse Board in harnessing the unique and individual skills and experiences of the members in a way that collectively benefits the organization and business as a whole. The basic essence of the Policy is to provide a framework for leveraging on the differences within the expertise of the Board, offering a broad range of perspectives that are directly relevant to the business.

### **POLICY STATEMENT:**

The Company believes that a diverse Board will, inter alia:

- a. Enhance the quality of decision making and effective deliberations;
- b. Encourage diversity of perspectives;
- c. Compliment and expand the skills, knowledge and experience of the Board as a whole.
- d. Provide better Corporate Governance.

A diverse Board will include and make good use of the differences in the skills, knowledge, industry experience, background, race, gender and other qualities of the individual members as a whole. All Board appointments will be done on merit, in the context of skills as required for the areas of our business operations, management and also expertise in the fields of business, legal, human capital management and strategic planning

## **NOMINATION AND APPOINTMENT**

The Nomination and Remuneration Committee ('Committee') of the Board shall be responsible for: a. Reviewing and assessing the composition and performance of the Board. b. Identify appropriate qualified personnel to occupy Board position. c. Suggest appropriate expertise and diversity required based on future projected activities of the Company. d. Managing the process of recruiting new member to the Board, defining requisite skills and expertise and make recommendations to the Board. e. Ensuring that selection process is formal and thorough and non-discriminatory. f. Review and report any changes in relation to the diversity of the Board.

## **MONITORING, TRACKING AND REPORTING**

The Committee shall 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, • make recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience and expertise on the Board including the size of the Board, the composition of executive and non-executive directors and the composition of independent directors, each of which shall be in accordance with the requirements of the Articles of Association of the Company, the Companies Act, 2013, the Listing Agreements and other statutory / regulatory requirements.

The Company shall provide sufficient information about this policy to its shareholders, and provide information regarding the composition of the Board, the areas of expertise of each director and their qualification / characteristics etc. The necessary disclosures about the policy and other details should be made as per the requirements of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Companies Act, 2013.

## **REVIEW AND AMENDMENTS**

This Policy shall be reviewed and amended in line with the Regulatory requirements.

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