



**RAW EDGE INDUSTRIAL SOLUTIONS LIMITED**

**CIN No: L46201MH2005PLC240892**

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**BOARD DIVERSITY POLICY**

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## PREAMBLE

The company recognizes that board diversity enhances governance, strategic decision-making, and long-term success. A diverse Board promotes sustainable development, aligns with ESG goals, and ensures inclusivity in leadership.

The Nomination and Remuneration Committee (NRC) is tasked with ensuring the Board comprises members with varied skills, knowledge, perspectives, and experiences, encompassing:

1. **Gender Diversity:** Inclusion of women directors as per regulatory requirements.
2. **Age Diversity:** Representation across generations to balance experience and innovation.
3. **Industry Expertise:** Insights from diverse sectors critical to the company's operations.
4. **Regional and Cultural Representation:** Reflecting geographical and cultural diversity.

All Board appointments will continue to be based on merit, ensuring no discrimination on the grounds of religion, race, gender, national origin, marital status, or age.

## RESPONSIBILITIES OF THE NRC

To implement this policy effectively, the NRC shall:

1. **Assess Needs:** Evaluate the skills, diversity, and expertise required on the Board.
2. **Recommend Appointments:** Propose candidates who meet diversity and competency needs.
3. **Annual Review:**
  - Conduct an annual review of the Board's diversity metrics.
  - Include findings and progress in achieving diversity goals in the Corporate Governance Report.
4. **Report Diversity Metrics:** Disclose Board composition, diversity metrics, and steps for improvement in the Annual Report and on the company website.

## IMPLEMENTATION AND REVIEW

1. **Timelines:**
  - The NRC shall conduct an annual review and update the Board on diversity metrics and related progress.
  - Diversity metrics will be disclosed publicly in the Annual Report and on the company website.

**2. Amendments:**

- The Board reserves the right to amend, suspend, or rescind this policy to comply with applicable laws and regulations.

**3. Effective Date:**

- This policy, approved by the Board on 13<sup>th</sup> February, 2025, effective from 13<sup>th</sup> February, 2025.

**Disclosure and Transparency**

The company commits to providing sufficient information to shareholders about the qualifications, skills, and diversity characteristics of Board members. This ensures transparency and accountability in governance.

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(This Policy is approved by the Board of Directors at their meeting held on 02<sup>nd</sup> May 2025 and shall be effective from 02<sup>nd</sup> May 2025)