



formerly Samsons Group

Royal Cushion Vinyl Products Limited

Registered Office

60 CD, Shlok, Government Industrial Estate,
Charkop, Kandivali West, Mumbai 400 067, INDIA

☎+91 22 28603516 ☎+91 22 28603565

CIN: L24110MH1983PLC031395

🌐 www.natroyalgroup.com

Date:-10/02/2015

Royal Cushion Vinyl Products Limited BOARD DIVERSITY POLICY

Purpose

Board Diversity Policy of **Royal Cushion Vinyl Products Limited** (the 'Company') aims to set out the approach to achieve diversity on the Board of Directors ('Board').

Vision

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

Policy Statement

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

Measurable Objectives

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

Monitoring and Reporting

The Nomination and Remuneration Committee will monitor the implementation of this Policy.

Factory Address Plot 55, Village Garadhia, Taluka Savli, Vadodara, Gujarat 391 520, INDIA ☎+91 8156004820 / 21

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Review of this Policy

The Nomination and Remuneration Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy.

Amendment

The Nomination and Remuneration Committee in consultation with Board reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever.

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