



## POLICY ON BOARD DIVERSITY

### 1. INTRODUCTION

BlueStone Jewellery and Lifestyle Limited (the “**Company**”) has formulated this Policy on Board Diversity (the “**Policy**”) for the Board of Directors of the Company (the “**Board**”) by the Nomination and Remuneration Committee of the Board of the Company (“**Nomination and Remuneration Committee**”) in accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (“**SEBI LODR Regulations**”) to assure that the Board is fully diversified and comprises of an ideal combination of executive and non-executive directors, including independent directors with diverse backgrounds.

### 2. PURPOSE

The Policy is framed to address the importance of constituting a diverse Board in order to harness the unique and individual skills and experiences of various members of the Board in such a way that it collectively benefits the business and the Company as a whole. The basic essence of the Policy is to provide a framework for leveraging on the diverse knowledge and expertise of the Board which can offer its valuable guidance to the management consistent with the Company’s business perspective.

### 3. LAW AND APPLICABILITY

As per Regulation 19(4) read with Part D of the Schedule II of the SEBI LODR Regulations, the Nomination and Remuneration Committee is required to devise a policy to ensure diversity on the Board. The Policy shall apply to the composition of the Board only and shall not apply to diversity in relation to the employees of the Company.

### 4. POLICY STATEMENT

The Company aims to enhance the effectiveness of the Board by diversifying its composition and to benefit out of such diversity by improving decision making of the Board. In order to ensure that the Company’s boardroom has appropriate balance of skills, experience and diversity of perspectives that are imperative for the execution of its business strategy, the Company shall consider a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.

### 5. ROLE OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee, *inter alia*, is responsible for reviewing and assessing the composition of the Board as well as for identifying and recommending appropriately qualified candidature(s), to hold directorship in the Company, to the Board where and if need be.

The Nomination and Remuneration Committee shall consider candidates from a wide variety of backgrounds, without discrimination and based on following factors, including but not limited to, in order to maintain diversity on the Board and across the management of the Company:



- 1) Gender;
- 2) Educational qualification;
- 3) Expertise and experience;
- 4) Ethnicity.

## **6. REVIEW OF THE POLICY**

The Nomination and Remuneration Committee shall review the Policy and make necessary changes as and when required upon amendment of rules and regulations and as needed by the Board, to ensure 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 consideration and approval.

## **7. DISCLOSURE OF THE POLICY**

The Company shall disclose this policy on its website. The necessary disclosure, if any, about the Policy will also be made as per the requirements of SEBI LODR Regulations and other applicable laws.