



POLICY ON BOARD DIVERSITY

PURPOSE:

The Southern Gas Limited (hereinafter “SGL”) is committed to build a diverse and inclusive culture to achieve the highest standards of corporate governance, transparency and accountability. The Board Diversity Policy of SGL places great emphasis on the principle of diversity in terms of gender, domain and geography.

VISION:

SGL recognizes the ongoing commitment by the Board members to enhance the performance of the Company towards fulfilment of obligations to the shareholders, the community and for the protection of the environment

OBJECTIVE:

The objective of the policy is to ensure that the Company has a diversified Board at all point of time. The Board should comprise of members with experience in different fields enable them to take strategic decisions at the Board level.

The Companies Act, 2013 and SEBI (LODR) Regulations, 2015, every listed company to establish a Board Diversity Policy to ensure that there are wide-ranging experience and diversity on the Board. Diversity also brings a diversity of perspectives on what motivates and interests on SGL existing and potential customers. While following the spirit of diversity, the Company maintains that the appointments to the Board should be based on merit as well as complementing and expanding the skills, knowledge and experience of the Board as a collective body. The Company focuses on inducting Board members having global exposure and gender diversity also, at the same time and may be foreign nationals, of both genders, reflecting SGL business base.

SCOPE:

As per SEBI (LODR) Regulations, 2015, the Nomination and Remuneration Committee of the Board is required to devise a policy on Board Diversity and composition of the Board and make recommendations for the same. The scope includes:

1. To periodically identify competency gaps on the Board, if any;
2. To evaluate potential candidates for appointment as non-executive directors from a wider pool including those with rich corporate experience, on merit basis, with due regard to the objective of diversity;



REVIEW AND MONITORING:

The Nomination & Remuneration Committee will assess this policy (which will include a review of the effectiveness of the policy) and discuss any required changes with the Board and ensure that any revisions to this policy.

DISCLOSURE / REPORTING:

The Board will ensure that appropriate disclosures are made in the Annual Report regarding Board Diversity.

GOVERNANCE:

This Policy can be changed, modified or abrogated at any time by the Board of Directors of the Company.
