

# Policy on Board Diversity

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**S A TECH SOFTWARE INDIA LIMITED**  
**(FORMERLY KNOWN AS S A TECH SOFTWARE INDIA PRIVATE LIMITED)**

CIN: U72900PN2012FLC145261

OFF NO. D-6030, 6TH FLOOR, SR. NO. 207, SOLITAIRE BUS HUB, VIMAN NAGAR, PUNE 411014

## **Introduction**

This Policy on Board Diversity (the “Policy”) sets out the Company’s approach to ensuring adequate diversity in its Board of Directors (the “Board”) and is devised in consultation with the Nomination and Remuneration Committee (the “Committee”) of the Board.

## **Legal Framework**

As per the requirements under the Regulations 19(4) read with Sub-clause (3) Para A of Part D of Schedule II of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (the “Listing Regulations”) and such other regulatory provisions, as applicable the Nomination and Remuneration Committee of the Company (the “NRC”) is required to devise a policy for having diversity on the Board of Directors.

## **Scope of Application:**

The Policy applies to the Board of Directors of the Company, i.e. S A Tech Software India Limited.

## **Objective**

The purpose for achieving diversity on the board of directors of the company is for the benefits of:

- Enhancement of the quality of performance of the board
- Usher in independence in the performance of the board
- Eradicate the gender bias in the board
- Achievement of sustainable and balanced performance and development in the Company.
- Support the attainment of strategic objectives of the company
- Compliance of applicable laws and good corporate practices.

## **Policy Statement:**

The Company aims to enhance the effectiveness of the Board by diversifying its composition and to obtain the benefit out of such diversity in better and improved decision making. 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 skills, industry experience, background, race and gender.

The Policy shall conform to the following two principles for achieving diversity on the Board:

- Decisions pertaining to appointment and remuneration of the directors will be based on their performance and competence; and
- For embracing diversity and being inclusive, best practices to ensure fairness and equality shall be adopted and there shall be zero tolerance for unlawful discrimination and harassment of any sort whatsoever.

In order to ensure a balanced composition of executive, non-executive and independent directors on the Board, the Company shall consider candidates from a wide variety of backgrounds, without discrimination, and based on the following factors:

**Gender-** the Company shall not discriminate on the basis of gender in the matter of appointment of directors on the Board. The Company encourages the appointment of women at senior executive levels to achieve a balanced representation on the Board. As per the provisions of the Companies Act, 2013, the Company shall at all times have at least one-woman director on the Board. Any vacancy of the woman director shall be filled within a period of six months.

**Ethnicity -** The Company shall promote having a boardroom comprising of people from all ethnic backgrounds so that the directors may efficiently contribute their thorough knowledge, sources and understanding for the benefit of Company's business;

**Physical disability -** The Company shall not discriminate on the basis of any immaterial physical disability of a candidate for appointment on the Company's Board, if he/she is able to efficiently discharge the assigned duties.

**Educational qualification-** The Directors of the Company shall have a mix of finance, engineering, legal and management background, so that they collectively provide the Company with considerable experience in a range of activities including varied industries, education, policy and investment.

#### **Review of the Policy:**

The Board and the Nomination & Remuneration Committee will review this Policy on a periodic basis to ensure its effectiveness and also compliance with the provisions of Companies Act, 2013 as well as SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

#### **Disclosure of Policy:**

This policy shall be uploaded on the website of the Company at [www.satincorp.com](http://www.satincorp.com) and a web-link thereto shall be provided in the Annual Report of the Company.

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