

# HINDUSTAN ZINC LIMITED

## Board Diversity Policy

Document Name	<b>Board Diversity Policy</b>
Company	<b>Hindustan Zinc Limited</b>
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# HINDUSTAN ZINC LIMITED

## BOARD DIVERSITY POLICY

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### 1. Purpose

The purpose of this Board Diversity Policy is to ensure an inclusive and diverse membership of the board of directors of HZL (the “Board”) resulting in optimal decision-making & assisting in the development and execution of a strategy which promotes success of Hindustan Zinc Limited (“HZL”) for the collective benefit of its stakeholders.

HZL is committed to promote diversity & inclusion within the organization and in larger communities who we partner with. Our objective is to achieve gender parity across all levels starting from our Board.

### 2. Scope

This Board Diversity Policy is applicable to the Hindustan Zinc Limited Board only but inspires from HZL’s Business Ethics and Code of Conduct and associated policies, which set out HZL’s broader commitment to diversity & inclusion. Other details of our practices, initiatives and balance in relation to diversity and inclusion are disclosed in the company’s Annual Report.

### 3. Policy Statement

- It is critical that membership of the Board includes a diverse mixture of skills, professional & industry backgrounds, age, sexual orientation, physical disabilities, family status, religious beliefs, political beliefs, nationality, geographical experience & expertise, gender, tenure, ethnicity and diversity of thought;
- A diverse Board will include and make good use of the differences in the skills, knowledge, industry experience, background, race, gender and other qualities of the individual members as a whole. It will have a range of views, insights, perspectives, and opinions to improve its decision-making and benefit the company’s stakeholders; and

### 4. Nomination & Remuneration Committee

The Nomination Committee is responsible for ensuring that the Board has the right balance of skills, experience and knowledge and, in accordance with its terms of reference, shall:

- Regularly review Board composition, succession planning, talent development and broader aspects of diversity
- Identify suitable candidates for appointment on merit keeping in mind:
- the benefits of diversity in promoting the success of HZL for the benefit of its

shareholders

- the skills, experience, background, independence and expertise of current members of the Board

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with the requirements of the Articles of Association of the Company, the Companies Act, 2013 and the SEBI Listing Regulations. The necessary disclosures about the policy and other details should be made as per the requirements of the Listing Agreement and Companies Act, 2013. The policy shall be made available on the website of the company.

#### **4. Responsibility & Review**

The Nomination & Remuneration Committee will review this policy every two years and recommend appropriate revisions to the Board as may deem necessary.