



SUNGOLD
CAPITAL LIMITED

POLICY ON BOARD DIVERSITY

SUNGOLD CAPITAL LIMITED

BACKGROUND

Diversity enriches all of us by exposing us to a range of ways to understand and engage with the world, identify challenges, and to provide solution with synergy and deliver services. Diversity recognizes that, though people have things in common with each other but they are also different many ways. Everyone should have a right to equal access to all the opportunity available in resources.

Diversity drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business. The Company believes that a diverse Board will enhance the quality of decisions making and ensure better business performance. It Encourages Creativity, Innovation, Complement and expand the skills, knowledge and experience of the Board as a whole to provide better Corporate Governance.

NEED OF DIVERSITY IN BOARD

The Boardroom is where strategic decisions are made. It is, therefore, imperative that the Board consists of individuals who together offer an optimal mix of skills, experiences and backgrounds. The Boards of Directors of Sungold Capital Limited ('the Board') acknowledges the importance of diversity in the Boardroom and considers that its diversity, including gender diversity, is a vital asset to the business.

PURPOSE

This policy is largely framed to address the significance of a diverse Board in connecting the unique and individual skills and experiences of the members in a way that collectively benefits the organization and business as a whole. The basic essence of the "Diversity Policy" is to provide a structure for controlling on the differences within the expertise of the Board, offering a broad range of perspectives that are directly relevant to the business.

SCOPE OF APPLICATION

The Policy applies to the Board. It does not apply to diversity in relation to employees of the Sungold Capital Limited.

POLICY STATEMENT

- a. The Board recognizes and supports the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage.

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- b. The Board, while considering a candidate for appointment to the Board, shall ensure diversity of experience, knowledge, perspective, background, gender, age and culture. The Board recognizes that gender diversity is a significant aspect of diversity and acknowledges that women with the right skills and experience are key contributors to diversity of perspective in the Boardroom.
- c. All Board appointments are made on merit, in the context of the skills, experience, independence and knowledge which are required on the Board for it to be effective.

ROLE OF THE NOMINATION AND REMUNERATION COMMITTEE IN DIVERSITY POLICY

- a. The Nomination and Remuneration Committee ('the Committee') is responsible for the effectiveness of this Diversity Policy, its objective and the strategies, which aim to achieve the objective
- b. The Committee of the Board reviews and assesses Board composition on behalf of the Board and lays down the criteria for appointment to the Board and recommends the appointment of new Directors to the Board. The Committee also oversees the annual evaluation of the Board as per the guidance provided in the Evaluation Policy.
- c. On an annual basis, the Nomination and Remuneration Committee will review the proportion of women who are employed by the Company as a whole. The Nomination and Remuneration Committee will submit a report to the Board outlining its findings.
- d. The Committee will confirm the division of responsibilities and accountability for developing and implementing diversity initiatives across the organization;
- e. As part of the annual performance evaluation of the Board, Board Committees and individual Directors, the Committee will consider the balance of skill, knowledge, experience, independence, and diversity on the Board, to evaluate the effectiveness of the Board as a whole.

The Committee is responsible for developing measurable objectives to implement this policy and for monitoring progress towards the achievement of these objectives

REVIEW OF THE POLICY

The Nomination and Remuneration Committee shall periodically review the Policy, which will include an assessment of the effectiveness of the Policy. The Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.
