

Board Diversity Policy

Purpose

The Board Diversity Policy ('the Policy') sets out the Company's approach to ensuring adequate diversity in the Board of Directors of ARCL Organics Limited ('the Board').

Scope

This Policy applies to the Board of Directors of ARCL Organics Limited (ARCL). It does not apply to employees generally.

Objectives of The Policy

- 1) Board to drive diversity and have an appropriate blend of functional and industry expertise
- 2) While recommending the appointment of a director to, inter alia, consider the manner in which the function and domain expertise of the individual contributes to the overall skill domain mix of the Board
- 3) To help the Company build a better Board that can draw upon a wide range of perspectives, expertise, knowledge and experience
- 4) To encourage healthy and open discussion and promote independence of judgement in Board and Committee deliberations

Policy Statement

- 1) ARCL recognizes and embraces the importance of a diverse Board in its success. ARCL believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender, which will ensure that ARCL retains its competitive advantage.
- 2) ARCL policy is to leverage Diversity to contribute to the achievement of ARCL Mission and objectives. This means using diversity to
 - Drive business results;
 - Enhance Company's reputation; and
 - Attract, recruit, engage and retain a diverse team of talented people on the Board of ARCL.
- 3) The Board aims to attract and maintain a Board which has an appropriate mix of Diversity, skills, experience and expertise.

Monitoring

The Nomination and Remuneration Committee (**‘Committee’**) is responsible for monitoring and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.

The Committee shall:

- Assess the appropriate mix of diversity, skills, experience and expertise required on the Board and assess the extent to which the required skills are represented on the Board.
- Make recommendations to the Board in relation to appointments, and
- Maintain an appropriate mix of diversity, skills, experience and expertise on the Board, and
- Periodically review and report to the Board requirements, if any, in relation to diversity on the Board.

Responsibility and Review of the Policy

The Committee will review this Policy periodically and recommend appropriate revisions to the Board.