



POLICY ON DIVERSITY OF BOARD OF DIRECTORS

CLAY CRAFT INDIA LTD

(formerly known as Clay Craft (India) Private Limited)

CIN: U26933RJ1988PLC004677

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POLICY ON DIVERSITY OF BOARD OF DIRECTORS

1. PREFACE

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 Clay Craft India Ltd acknowledges the importance of diversity in the Boardroom and considers that its diversity, including gender diversity, is a vital asset to the business.

The Policy on Diversity of Board of Directors (the “Policy”) for the Board of Directors (the “Board”) of Clay Craft India Ltd (the “Company”) has been formulated and adopted in accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”) to assure that the Board is fully diversified and comprises of an ideal combination of Executive and Non-Executive Directors, including Independent Directors, with diverse backgrounds. This Policy shall come into force from the date of listing of equity shares of the Company on the stock exchanges.

2. OBJECTIVE

The Policy sets out the approach to diversity on the Board of Clay Craft India Ltd.

3. APPLICABILITY

Pursuant to the provisions of Regulation 19(4) read with Part D of the Schedule II of the SEBI Listing Regulations, the Nomination and Remuneration Committee of the Board (“the Committee”) has to devise Policy on Board Diversity. This Policy applies to Board of Directors of the Company. It does not apply to employees generally.

4. POLICY STATEMENT

The Company recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board shall include and make good use of the differences in skills, regional and industry experience, background, race, gender and other distinctions between the Directors. These differences will be considered in determining the optimum composition of the Board of Director and when possible, should be balanced appropriately.

All appointments of Directors shall be made on merit, in the context of the skills, experience, independence and knowledge which are required on the Board for it to be effective. 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 recognises 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.

5. ROLE OF THE NOMINATION AND REMUNERATION COMMITTEE

The Committee reviews and assesses the 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. In reviewing the Board composition, the Committee shall consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its

duties and responsibilities effectively.

As part of the annual performance evaluation of the Board, Board's Committees and individual Directors, the Committee shall consider the balance of skills, 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.

6. REVIEW OF THE POLICY

The Committee shall review the policy from time to time, to ensure the effectiveness of the Policy. The Committee shall discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

7. DISCLOSURE

The Company shall disclose this Policy on its website i.e. www.claycraftindia.com.

Approved in the Board Meeting held on 20th August, 2025.
