

# USHDEV INTERNATIONAL LIMITED

CIN: L40102MH1994PLC078468

## BOARD DIVERSITY POLICY

### Relevant Business Principle

Ushdev International Limited (UIL) is committed to the highest standards of corporate governance, transparency and accountability

### Purpose

To set out the Company's policy in relation to Diversity on the UIL Board

### Application

This is a policy of the Board of Directors of UIL. It does not apply to Diversity in relation to employees of UIL, which is dealt with in the Employee Contract Agreement & its Policy

### Policy Statement

1. Diversity at UIL is a business imperative. UIL's policy is to leverage Diversity to contribute to the achievement of UIL's strategic objectives. This means using Diversity to:
  - drive business results
  - enhance our reputation and
  - attract, recruit, engage and retain a diverse team of talented people at UIL and on the UIL Board.
2. UIL's policy is based on the strong business benefits that accrue from effectively managing Diversity, the value that difference brings to UIL's Board and to UIL and the need for flexibility that exists within a progressive organization.
3. The Board aims to attract and maintain a Board which has an appropriate mix of Diversity, skills, experience and expertise.

### Principles

UIL's Diversity policy is centred on the following five core principles :

- i. **Meritocracy** – decisions about recruitment, development, promotion and remuneration are based on performance and capabilities.
- ii. **Fairness and Equality** - embracing Diversity and being inclusive means UIL do not tolerate unlawful discrimination, bullying, harassment or victimisation.
- iii. **Contribution to commercial success** - UIL's Diversity and Inclusion initiatives are based on sound business principles and objectives. UIL focuses on results for UIL and UIL's people, not on processes or programs for their own sake.

## **USHDEV INTERNATIONAL LIMITED**

iv. **Everyone's Business** - UIL's has some focused initiatives for Identified Groups, but essentially Diversity and Inclusion is for everyone at UIL. It is part of how UIL work and, because it helps UIL to be successful.

v. **Part of who we are** – UIL is diverse and inclusive. UIL people live the UIL Cultural Priorities which include valuing diverse ideas and innovating together to achieve UIL's objectives.