

DIVERSITY POLICY



LT Foods Ltd.

1. VISION

LT Foods Limited and its subsidiaries embrace a strong belief in the advantages of an inclusive workplace in which individuals of varied backgrounds and perspectives are welcomed, encouraged and given the opportunity to contribute to their full potential.

We value, respect and leverage the unique contributions of people with diverse backgrounds, experiences and perspectives to provide exceptional customer service to an equally diverse community. We recognize that team members will assume changing domestic responsibilities throughout their careers.

We believe that diversity maximizes opportunities to achieve our business goals by:

- a. Attracting, retaining, and developing the very best talent;
- b. Increasing employee engagement and productivity;
- c. Delivering to the customer, together as one team;
- d. Seizing opportunities for creative problem-solving and innovation;
- e. Helping us anticipate the needs of a diverse customer base and tailor our products to their requirements
- f. Eliminating the unproductive business costs associated with unlawful discrimination; and
- g. Growing our business through our informed understanding of the diverse markets in which we operate.

2. OBJECTIVES

LT Foods Limited has a number of objectives in place to continually work towards our vision.

These objectives include:

- a. Continue to recognize and celebrate our multicultural diversity and grow our workforce to reflect the diversity.
- b. Help Company to build better Board that can draw upon a wide range of perspective, experience and knowledge. Invite independent directors that understand the consumer behavior, market & regulatory environment of our major customer geographies & future sourcing geographies.

- c. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education

3. POLICY STATEMENT

The Board diversity is imperative in view of its global reach and globalized business requiring increasing emphasis on corporate governance and need for risk management. Thus, members of the Board are from different fields & geographies for sustained commercial and financial success of the Company. The Company's endeavor is to achieve optimum and balanced composition of the Board in terms of specialization in areas relevant for the Company's successful operations such as finance, law, public policy/ administration, marketing, accounting, human resources, etc. The Board have at least one women Director preferably an Independent Director.