

Remuneration Policy:

The Board has, on the recommendation of the Nomination and Remuneration Committee, framed a policy for determining qualifications, positive attributes and independence of a Director. It has recommended to the Board a policy relating to the remuneration of the Managing Director /Whole Time Director/CFO/Company Secretary.

NOMINATION AND REMUNERATION POLICY

Preamble: The Company strongly believes that human resources which manage other resources is key to organizational effectiveness. We commit ourselves to integrate human resources with Organizational growth and development for mutual benefit.

Scope: This Nomination and Remuneration Policy has been formulated in compliance with Section 178 and other applicable provisions of the Companies Act, 2013 read with the applicable rules thereto.

Objective

To carry out evaluation of performance of the Directors.

To formulate criteria for determining qualification, positive attributes and independence of a Director.

A. Appointment: Appointment and Remuneration - Managing Director/Whole-time/Director/KMP. The appointment, payment of remuneration to the Managing Director/Whole-time/Director/KMP shall be in accordance with the provisions of the Companies Act, 2013 (as amended from time to time) read with the applicable Rules framed under the Companies Act, 2013.

Independent Directors: An Independent Director shall possess appropriate skills, experience and knowledge in one or more fields of finance, law, management sales, marketing, administration, research, Corporate Governance, technical operations or other disciplines related to the Company's business and such other related areas as the Nomination and Remuneration Committee may in its absolute discretion deem fit.

B. Remuneration: Decision on structure of remuneration for other employees has been delegated to the Managing Director/Whole-time/Director/KMP.

C. Evaluation

Executive Directors and Non - Executive Directors: The performance of the Board as a whole, of its Committees, and of its members shall be evaluated at least once a year keeping in view the objectives of the Company.

Independent Directors: The performance evaluation of Independent Directors shall be done by the Board of Directors, excluding the Director being evaluated.