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## **POLICY ON REMUNERATION OF DIRECTORS, KEY MANAGERIAL PERSONNEL AND SENIOR EMPLOYEES**



## **BACKGROUND**

Khaitan (India) Limited (hereinafter referred as the 'Company') practices a corporate culture that is based on the tenets of trusteeship, empowerment, accountability, control and ethical practices with transparency at its core for creation of maximum value for the stakeholders.

## **BRIEF OVERVIEW UNDER COMPANIES ACT 2013**

{Section 178 and Companies [Meetings of Board and its Powers] Rules 2014}

Constitution of the Nomination and Remuneration Committee consisting of three or more non-executive directors out of which not less than one-half shall be independent directors

The Nomination and Remuneration Committee shall identify persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, recommend to the Board their appointment and removal and shall carry out evaluation of every director's performance.

The Nomination and Remuneration Committee shall formulate the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration for the directors, key managerial personnel and senior management personnel i.e. employees at one level below the Board including functional heads.

The Nomination and Remuneration Committee shall, while formulating the policy ensure that:—

1. the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate directors of the quality required to run the company successfully;
2. relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and
3. Remuneration to directors, key managerial personnel and senior management involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals.

Such policy shall be disclosed in the Board's report.

## **IV. Nomination and Remuneration Committee**

A. The company shall set up a Nomination and Remuneration committee which shall comprise at least three directors, all of whom shall be non-executive directors and at least half shall be independent. Chairman of the committee shall be an independent director.

B. The role of the committee shall, INTER-ALIA, include the following:



Formulation of the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration of the directors, key managerial personnel and other employees;

Formulation of criteria for evaluation of Independent Directors and the Board;

Devising a policy on Board diversity;

Identifying persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, and recommend to the Board their appointment and removal. The company shall disclose the remuneration policy and the evaluation criteria in its Annual Report.

### **PRESENT POSITION OF DIRECTORS and KMP OF THE COMPANY**

The Company has constituted a Nomination and Remuneration Committee of the Board of Directors (Board).

At present there are total six directors on the Board. All the directors in the board are Non -Executive Director other than one executive director. Also The Chairman of the Nomination and Remuneration Committee is a Non-Executive Director.

Key Managerial Personnel (KMP) consists of Chairman and also Executive Director who is employee.

### **TERMS OF REFERENCE OF NOMINATION AND REMUNERATION COMMITTEE**

Formulate the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration for the directors, key managerial personnel and other employees.

1. Act as Selection and Compensation Committee to evaluate suitability of candidates for various senior positions and determine appropriate compensation package for them. Selection of related persons whether or not holding place of profit in the Company to be carried out strictly on merit and where applicable, be subjected to review by the Audit Committee of and/or the Board with approval at each stage being obtained by disinterested Independent Directors only.
2. Identify persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, and recommend to the Board their appointment and removal.
3. Removal should be strictly in terms of the applicable law/s and in compliance of principles of natural justice.
4. Formulation of criteria for evaluation of Independent Directors and the Board
5. Devising a policy on the Board diversity



6. Recommend to the Board, remuneration including salary, perquisite and commission to be paid to the Company's Executive Directors on an annual basis or as may be permissible by laws applicable.
7. Recommend to the Board, the Sitting Fees payable for attending the meetings of the Board/Committee thereof, and, any other benefits such as Commission, if any, payable to the Non- Executive Directors.
8. Setting the overall Remuneration Policy and other terms of employment of Directors, wherever required

#### **CRITERIA FOR DETERMINING THE FOLLOWING:-**

Qualifications for appointment of Directors (including Independent Directors): Persons of eminence, standing and knowledge with significant achievements in business, professions and/or public service

1. Their financial or business literacy/skill
2. Their sugar industry / agriculture Industry / marketing Industry experience
3. Appropriate other qualification/experience to meet the objectives of the Company.
4. As per the applicable provisions of Companies Act 2013, Rules made there under and applicable provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (As amended).
5. The Nomination and Remuneration Committee shall have discretion to consider and fix any other criteria or norms for selection of the most suitable candidate/s.

#### **Positive attributes of Directors (including Independent Directors):**

Directors are to demonstrate integrity, credibility, trustworthiness, ability to handle conflict constructively, and the willingness to address issues proactively.

1. Actively update their knowledge and skills with the latest developments in the Sugar industry / agriculture Industry / marketing Industry, market conditions and applicable legal provisions.
2. Willingness to devote sufficient time and attention to the Company's business and discharge their responsibilities
3. To assist in bringing independent judgment to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standards of conduct.



4. Ability to develop a good working relationship with other Board members and contribute to the Board's working relationship with the senior management of the Company.
5. To act within their authority, assist in protecting the legitimate interests of the Company, its shareholders and employees

Independent Directors to meet the requirements of the Companies Act, 2013 read with the Rules made there under and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (As amended) from time to time.

**Criteria for appointment of KMP/Senior Management:**

1. To possess the required qualifications, experience, skills and expertise to effectively discharge their duties and responsibilities
2. To practice and encourage professionalism and transparent working environment
3. To build teams and carry the team members along for achieving the goals/objectives and corporate mission
4. To adhere strictly to code of conduct

**POLICY RELATING TO REMUNERATION OF DIRECTORS, KMP and SENIOR MANAGEMENT PERSONNEL:**

1. To ensure that the level and components of remuneration is reasonable and sufficient to attract, retain and motivate Directors, KMP and other employees of the quality required to run the Company successfully.
2. No director / KMP/ other employee is involved in deciding his or her own remuneration.
3. The trend prevalent in the similar industry, nature and size of business is kept in view and given due weightage to arrive at a competitive quantum of remuneration.
4. It is to be ensured that relationship of remuneration to the performance is clear and meets appropriate performance benchmarks which are unambiguously laid down and communicated.
5. Improved performance should be rewarded by increase in remuneration and suitable authority for value addition in future.

Remuneration packages should strike a balance between fixed and incentive pay, where applicable, reflecting short and long term performance objectives appropriate to the Company's working and goals.

Following criteria are also to be considered:

- Responsibilities and duties;



- Time and efforts devoted;
- Value addition;
- Profitability of the Company and growth of its business;

Analyzing each and every position and skills for fixing the remuneration yardstick

- Standards for certain functions where there is a scarcity of qualified resources
- Ensuring tax efficient remuneration structures.
- Ensuring that remuneration structure is simple and that the cost to the Company (CTC) is not shown inflated and the effective take home remuneration is not low.
- Other criteria as may be applicable.

Consistent application of remuneration parameters across the organization

Provisions of law with regard making payment of remuneration, as may be applicable, are complied.

Whenever, there is any deviation from the Policy, the justification /reasons should also be indicated / disclosed adequately.

## **REVIEW**

The right to interpret this Policy vests in the Board of Directors of the Company.

The policy shall be reviewed by the Nomination and Remuneration Committee and the Board, from time to time as may be necessary.