



SUPREME PETROCHEM LTD

REMUNERATION POLICY OF DIRECTOR(S)/SENIOR MANAGEMENT
PERSONNEL/KEY MANAGERIAL PERSONNEL(KMP) AND OTHER EMPLOYEES
(Operative w.e.f. April 27. 2022)



**REMUNERATION POLICY OF DIRECTOR(S)/SENIOR MANAGEMENT PERSONNEL/AND KEY
MANAGERIAL PERSONNEL(KMP) AND OTHER EMPLOYEES**

(I) REMUNERATION POLICY OF DIRECTOR(S)

- (1) Remuneration to Director(s) by way of sitting fees for attending meetings of the Company is presently as follows:-

| | |
|---|-----------------------------|
| Board Meeting | : Rs.1,00,000/- per meeting |
| Independent Directors Meeting | : Rs.1,00,000/- per meeting |
| Audit Committee Meeting | : Rs.50,000/- per meeting |
| Nomination & Remuneration Committee Meeting | : Rs.50,000/- per meeting |
| Risk Management Committee Meeting | : Rs.50,000/- per meeting |
| Project Committee Meeting | : Rs.50,000/- per meeting |

The Nomination and Remuneration Committee will review and recommend to the Board any revision in sitting fees from time to time.

- (2) The Remuneration Policy is subject to compliance with the requirements of the Companies Act, 2013, including its Schedules, the Rules framed thereunder, approval of shareholders and the requirements of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015 as may be applicable and amended from time to time.
- (3) Considering profitability and uneven earnings, it is recommended not to distribute any share of profits to the Directors till further review.

- (4) Any fees paid to the Directors for rendering any legal or consultancy services to the Company on a professional basis shall not be included in the definition of Remuneration to Directors.

(II) OTHER EMPLOYEES

For other employees of the Company, they will be categorized in two parts:

- i) Unionised
- ii) Non Unionised

With their remuneration structure as following:-

- i) Unionised:
The Remuneration Structure of Unionised category of Employee is governed by the Agreement between the Union Workers and the Company.
- ii) Non-unionized
 - a. Entry Level Recruitments (Trainees)
As per prevailing structure.
 - b. Lateral Recruitments
Lateral Recruitments are done on the basis of Organization's manpower requirement and placed in one of the existing functional level group/ grades. For lateral recruitment salary and personal pay is fixed as may be agreed with the candidate (while fixing this criticality of position, prevailing salary structure in similar companies, prevailing salary structure within the Company for similar position and the experience of the candidate are considered). Other allowances and benefits are as fixed for various grades.

(III) ANNUAL PERFORMANCE ASSESSMENT/ APPRAISAL

Performance assessment/ appraisal of all the employees of the Company is conducted once in a year.

The Employees are appraised on the following factors:-

- i) Key Responsibility Areas (KRAs)
- ii) Functional Competencies (FC)
- iii) Behavioural Competencies (BC)

Employees are assessed on the 4 rating scales viz 4- Excellent, 3- Good, 2- Average, 1- Needs Improvement.

Considering the competition, similar sized companies in other industries and Company's performance, the range of percentage is fixed.

(IV) Grade Revision:

Post appraisal process and grades awarded to the employees, in 3 years if necessary, once these grades are reviewed to bring the employees in line with the changed market conditions.

- (V)** Remuneration to the Directors/Senior Management Personnel/Key Managerial Personnel and other employees of the company is given on basis of remuneration policy of the Company and also taking into consideration the Industry standards, skills, experience and exposures appropriate to the Company's business requirements.

For Supreme Petrochem Ltd

(Director)

(Director)