



Manual VIII

A state of the boards, councils, committees and other bodies consisting of two or more persons constituted as its part or for the purpose of its advice, and as to whether meetings of those boards, councils, committees and other bodies are open to the public, or the minutes of such meetings are accessible for public

Boards, Councils, Committees and other Bodies constituted as part of the Public Authority

1. Meetings of Board, Committees and other Bodies are not open to the Public, or the minutes of such meetings are not made accessible for public as it has no direct connect with general public interest.
2. The Company is managed on sound professional and ethical lines for the optimal benefit of all the stakeholders' viz. shareholders, employees, customers, vendors and the community at large. Besides complying with the statutory requirements of the principles of Corporate Governance disclosure under Companies Act and other applicable laws the Company has set its own guidelines for good governance. These Guidelines include:
 - Ethical standards to be followed in order to provide goods and services of highest standard in a complaint free environment. The Citizen. Charter of the Company contains ethical standards to be followed. Integrity, Credibility, Quality (ICQ) are the three values being practiced across the Organization to provide a value frame work.
 - Explicit rules, regulations and procedures have been laid down in various areas in order to observe transparency in decision making. These rules are updated from time to time. With increased use of IT (ERP/SAP under implementation), the levels of transparency has further gone up.
 - Accountability follows from transparency. Performance parameters/ levels are laid down, Performance is reviewed at appropriate levels in the Ministry of Social Justice and Empowerment, Board of Directors, Sub-Committees of Board, Chairman and other Committee. Besides, achievement of targets is one of important criterion for evaluation of performance of an executive.
 - The Board and its sub-Committees viz. Committee of the Board of Directors, Audit Committee, Board Level CSR Committee, Safety Committee, CSR Committee, Remuneration Committee, Shop Level Committee, Plant Level Committee, Internal Complain Committee



3. **Board Meeting:** The Company has devised an effective control mechanism at Board level to monitor the performance of effective management. Information on the performance in a structured format is regularly put up to the Board of Directors for evaluation.
4. **Committees of the Board:** The Board of Directors has constituted the various subcommittees with specific terms of reference. The proceedings of the meetings of the Committees are reported to the Board of Directors.

Terms & Tenure: The term and tenure of Board of Directors and Statutory Committees is as per the applicable statutes / rules and based on the tenure of the appointment of Directors (Internal & External Directors) and is determined by the Administrative Ministry, Govt. of India.

Powers & Functions: The powers and functions of the Board of Directors and the Statutory Committees is as per the applicable statutes / rules.

Board of Directors / Corporate Leadership Details of Sub Committees of the Board

Board of Directors:

S. No.	Name	Designation	DIN	Date of Appointment
1	Shri Praveen Kumar	Chairman and Managing Director	10078364	08.02.2023
2	Ms. Manmeet Kaur Nanda, IAS	Government Nominee Director	10086623	29.11.2024
3	Ms. Debolina Thakur	Government Nominee Director	10781506	15.06.2024

Composition of Audit Committee:

S. No.	Name	Designation	DIN	Date of Appointment
1	Ms. Debolina Thakur	Government Nominee Director	10781506	15.06.2024
2	Ms. Manmeet Kaur Nanda, IAS	Government Nominee Director	10086623	29.11.2024
3	Shri Praveen Kumar	Chairman and Managing Director	10078364	08.02.2023



Composition of CSR Committee:

S. No.	Name	Designation	DIN	Date of Appointment
1	Ms. Manmeet Kaur Nanda, IAS	Government Nominee Director	10086623	29.11.2024
2	Ms. Debolina Thakur	Government Nominee Director	10781506	15.06.2024
3	Shri Praveen Kumar	Chairman and Managing Director	10078364	08.02.2023

Composition of Remuneration Committee:

S. No.	Name	Designation	DIN	Date of Appointment
1	Ms. Debolina Thakur	Government Nominee Director	10781506	15.06.2024
2	Ms. Manmeet Kaur Nanda, IAS	Government Nominee Director	10086623	29.11.2024
3	Shri Praveen Kumar	Chairman and Managing Director	10078364	08.02.2023