



### **Remuneration Policy**

The objective of the Company's Remuneration Policy is to ensure that all the employees, including Executive Directors and Key Managerial Personnel are sufficiently incentivised for enhanced performance. The Nomination and Remuneration Committee takes into account various factors to determine this Policy and to amend it from time to time. The Policy ensures that due regard is given to the Company's financials and interests of shareholders. It ensures that levels of remuneration are sufficient to attract and retain exceptional employees who can take this Company forward.

Within the terms of agreed Policy, the Company determines the entire individual remuneration package for all its employees. The Company provides due weightage to the corporate and individual performance while deciding on the remuneration package of all employees.

Company follows geography wise approach in determining the remuneration of all employees. Due weightage is given to relevant experience, educational and professional qualifications. Both variable and fixed components of the remuneration packages are set as per the market practices followed in India and our industry. Total remuneration will comprise:–

- a) Base Salary to perform day to day operations.
- b) Variable pay payable to Sales team on achievement of prescribed growth over the last year turnover on Speciality and Lifeline products.
- c) Sales Incentives payable to Sales team as per the incentive Policy of the Company devised to motivate its sales employees to "Sell More, Earn More".
- d) A performance linked incentive for non-sales team based on the corporate performance, departmental achievements and individual contribution.
- e) Relevant long term employee benefits – Provident Fund, Gratuity, Superannuation etc. are paid in accordance with the applicable laws.
- f) Commissions and Perquisites are provided to Executive Directors and Senior Executives as per the market practices.
- g) Business tools like car/driver/laptops/phones, etc. are provided, as per Company Policy.