



ANUH PHARMA LTD.

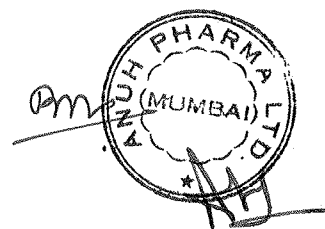
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Nomination and Remuneration Policy of Anuh Pharma Ltd.



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Nomination and Remuneration Policy

1. INTRODUCTION

The Company is committed to attracting and retaining the best people to work in the organization, including Board of Directors, Key Managerial Personnel and Senior Management. A key element in achieving that objective is to ensure that the Company is able to appropriately remunerate the key personnel in the organization.

The Company is committed to the application of good management practices, compliance of law and adherence to ethical standard and commitment to values.

The Nomination and Remuneration Policy of Anuh Pharma Limited (hereinafter referred to as the “**Policy**”) is designed to attract, motivate and retain manpower in a competitive market. The policy reflects the Company's objectives for good Corporate Governance and compliance of Section 178 and other applicable provisions of the Companies Act, 2013.

2. APPLICABILITY

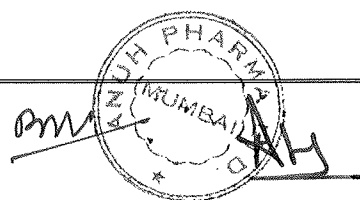
The Policy applies to the Company's Board of Directors, Key Managerial Personnel and Senior Management of the Company.

3. OBJECTIVE OF THE POLICY

The objective of the Policy is to attract, motivate and retain qualified Board, Key Managerial Personnel and Senior Management having industry experience. The remuneration structure for the Board, Key Managerial Personnel & Senior Management is aimed at an optimum balance between the Company's short-term results and long-term objectives.

4. DEFINITIONS:

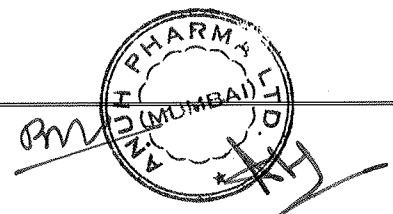
- **“Company”**:- Company means Anuh Pharma Limited.
- **“Board”**:-Board means Board of Directors of the Company.
- **“Director”**:-Directors means Directors of the Company.
- **Committee**:-Committee means Nomination and Remuneration Committee of the Company as constituted or reconstituted by the Board, from time to time.
- **“Independent Director”**:- As provided under clause 49 of the Listing Agreement and/or under the Companies Act, 2013, ‘Independent director’ shall mean a non-executive director, other than a nominee director of the company:



- a) who, in the opinion of the Board, is a person of integrity and possesses relevant expertise and experience;
 - (i) who is or was not a promoter of the company or its holding, subsidiary or associate company;
 - (ii) who is not related to promoters or directors in the company, its holding, subsidiary or associate company;
 - (iii) apart from receiving Director's remuneration, has or had no pecuniary relationship with the company, its holding, subsidiary or associate company, or their promoters, or directors, during the two immediately preceding financial years or during the current financial year;
- b) none of whose relatives has or had pecuniary relationship or transaction with the company, its holding, subsidiary or associate company, or their promoters, or directors, amounting to two percent. or more of its gross turnover or total income or fifty lakh rupees or such higher amount as may be prescribed, whichever is lower, during the two immediately preceding financial years or during the current financial year;
- c) who, neither himself nor any of his relatives —
 - i. holds or has held the position of a key managerial personnel or is or has been employee of the company or its holding, subsidiary or associate company in any of the three financial years immediately preceding the financial year in which he is proposed to be appointed;
 - ii. is or has been an employee or proprietor or a partner, in any of the three financial years immediately preceding the financial year in which he is proposed to be appointed, of —
 - (A) a firm of auditors or company secretaries in practice or cost auditors of the company or its holding, subsidiary or associate company; or
 - (B) any legal or a consulting firm that has or had any transaction with the company, its holding, subsidiary or associate company amounting to ten per cent or more of the gross turnover of such firm;
 - iii. holds together with his relatives two per cent or more of the total voting power of the company; or
 - iv. is a Chief Executive or Director, by whatever name called, of any non-profit organization that receives twenty-five per cent or more of its receipts from the company, any of its promoters, directors or its holding, subsidiary or associate company or that holds two per cent or more of the total voting power of the company;
 - v. is a material supplier, service provider or customer or a lessor or lessee of the company;
- d) who is not less than 21 years of age.

➤ **“Key Managerial Personnel”:-** Key Managerial Personnel (KMP) means-

- i. Managing Director, or Chief Executive Officer or the or the Manager and in their absence a Whole-Time Director;
- ii. Company Secretary;



- iii. Chief Financial Officer; and
- iv. such other officer as may be prescribed under the applicable statutory provisions / regulations.

➤ **“Senior Management”**:- The expression “senior management” means personnel of the Company who are Members of its core management team excluding Board of Directors and normally this shall comprise all Members of Management one level below the Chief Executive Officer/Managing Director/Whole Time Director/Manager (including Chief Executive Officer/Manager, in case they are not part of the Board) and shall specifically include Company Secretary And Chief Financial Officer.

Unless the context otherwise requires, words and expressions used in the Policy and not defined herein but defined in the Companies Act, 2013 as may be amended from time to time shall have the meaning respectively assigned to them therein.

5. NOMINATION AND REMUNERATION COMMITTEE

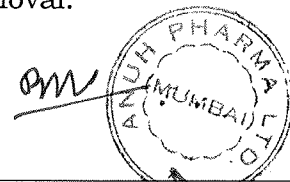
A) Constitution

Pursuant to the provisions of Section 178 of the Companies Act, 2013, the Board of Directors of every listed company and such other class or classes of companies, as may be prescribed should constitute 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.

B) Terms of Reference:

Nomination and Remuneration Committee shall:

- a) formulation of the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the appointment and remuneration of the Directors, Key Managerial Personnel and Senior Management;
- b) formulation of criteria for evaluation of Independent Directors and the Board;
- c) to determine, with delegated responsibility, the remuneration packages of individual executive directors, KMPs and SMs, including benefits in kind, including any compensation payable for loss or termination of office or appointment;
- a) devising a policy on Board diversity;
- b) identifying 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:



- c) The Committee shall carry out evaluation of performance of Independent Directors and the Board of Directors and its Committees annually. The policy on criteria on performance evaluation is annexed herewith as “**Annexure – 1**”.

C) Powers of the Committee:

1) Nomination:

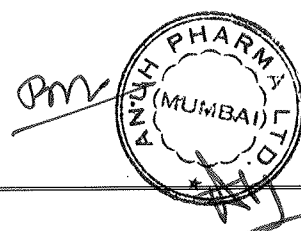
The Powers of the Nomination and Remuneration Committee in relation to its nomination function are to:

- a) be responsible for identifying and nominating, for the approval of the Board and ultimately the shareholders, candidates to fill Board vacancies and vacancies at the level of KMPs & SMs as and when they arise as well as putting in place plans for succession, in particular with respect to the Chairman of the Board and the Chief Executive Officer;
- b) ensure that on appointment to the Board, non-executive directors receive a formal of appointment setting out clearly what is expected of them in terms of time commitment, committee service and involvement outside Board Meetings;
- c) regulate its affairs in such manner as it may deem fit; and
- d) exercise such other powers as may be delegated by the Board from time to time.

2) Remuneration

The Powers of the Nomination and Remuneration Committee in relation to its remuneration function are to:

- a) make available its terms of reference and review annually those terms of reference and its own effectiveness and recommend any necessary changes to the Board;
- b) make proposals for re-appointments of the Directors;
- c) review the Nomination and Remuneration policy and framework for Directors and top Management;
- d) make recommendations to the Board on the remuneration of the Directors, KMPs & SMs;
- e) regulate its affairs in such manner as it may deem fit; and
- f) exercise such other powers as may be delegated by the Board from time to time.



3) Frequency of the Meetings

The nomination and remuneration committee shall meet at least once in a year.

6. CRITERIA FOR DETERMINING QUALIFICATIONS AND POSITION ATTRIBUTES OF A DIRECTOR/KMP/SENIOR MANAGEMENT AND HIS/HER REMUNERATION

This Criteria is divided in two parts:

- Part – A covers the appointment and nomination; and
- Part – B covers remuneration and perquisites etc.

“PART – A”

POLICY FOR APPOINTMENT AND REMOVAL OF DIRECTOR, KMP AND SENIOR MANAGEMENT PERSONNEL:

❖ Appointment criteria and qualifications:

- 1) The Committee shall identify and ascertain the integrity, qualification, expertise and experience of the person for appointment as Director, KMP or at Senior Management level and recommend to the Board his / her appointment.
- 2) A person should possess adequate qualification, expertise and experience for the position he / she is considered for appointment. The Committee has discretion to decide whether qualification, expertise and experience possessed by a person are sufficient / satisfactory for the concerned position.

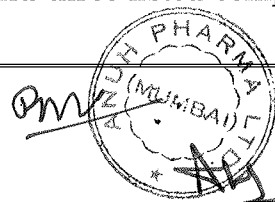
❖ Term / Tenure:

1. Managing Director/Whole-time Director:

The Company shall appoint or re-appoint any person as its Executive Chairman, Managing Director or Executive Director for a term not exceeding five years at a time. No re-appointment shall be made earlier than one year before the expiry of term.

2. Independent Director:

- i) An Independent Director shall hold office for a term up to five consecutive years on the Board of the Company and will be eligible for re-appointment on passing of a special resolution by the Company and disclosure of such appointment in the Board's report.
- ii) At the time of appointment of Independent Director it should be ensured that number of Boards on which such Independent Director serves is restricted to seven listed companies as an Independent Director and three listed companies

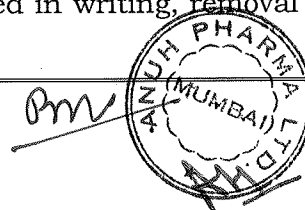


as an Independent Director in case such person is serving as a Whole-time Director of a listed company.

- iii) The independent directors of the listed entity shall hold at least one Meeting in a year, without the presence of non-independent directors and members of the management and all the independent directors shall strive to be present at such Meeting.
- iv) The independent directors in the Meeting referred in point (iii) above shall, inter alia-
 - (a) review the performance of non-independent directors and the board of directors as a whole;
 - (b) review the performance of the chairperson of the listed entity, taking into account the views of executive directors and non-executive directors;
 - (c) assess the quality, quantity and timeliness of flow of information between the management of the listed entity and the board of directors that is necessary for the board of directors to effectively and reasonably perform their duties.
- v) An independent director shall be held liable, only in respect of such acts of omission or commission by the listed entity which had occurred with his knowledge, attributable through processes of board of directors, and with his consent or connivance or where he had not acted diligently with respect to the provisions contained in these regulations.
- vi) An independent director who resigns or is removed from the Board of Directors of the listed entity shall be replaced by a new independent director by listed entity at the earliest but not later than the immediate next Meeting of the board of directors or three months from the date of such vacancy, whichever is later: Provided that where the listed entity fulfils the requirement of independent directors in its board of directors without filling the vacancy created by such resignation or removal, the requirement of replacement by a new independent director shall not apply.
- vii) The listed entity shall familiarise the independent directors through various programmes about the listed entity, including the following:
 - (a) nature of the industry in which the listed entity operates;
 - (b) business model of the listed entity;
 - (c) roles, rights, responsibilities of independent directors; and
 - (d) any other relevant information.

❖ **Removal:**

Due to reasons for any disqualification mentioned in the Companies Act, 2013, rules made thereunder or under any other applicable Act, rules and regulations, the Committee may recommend, to the Board with reasons recorded in writing, removal of a



Director, KMP or Senior Management Personnel subject to the provisions and compliance of the said Act, rules and regulations.

❖ **Retirement:**

The Director, KMP and Senior Management Personnel shall retire as per the applicable provisions of the Companies Act, 2013 and the prevailing policy of the Company. The Board will have the discretion to retain the Director, KMP, Senior Management Personnel in the same position / remuneration or otherwise even after attaining the retirement age, for the benefit of the Company.

“PART - B”

POLICY RELATING TO THE REMUNERATION FOR THE WHOLE-TIME DIRECTOR, KMP AND SENIOR MANAGEMENT PERSONNEL:

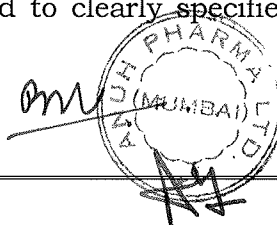
❖ **General:**

1. The remuneration / compensation / commission etc. to the Whole-time Director, KMP and Senior Management Personnel will be determined by the Committee and recommended to the Board for approval. The remuneration / compensation / commission etc. shall be subject to the prior/post approval of the shareholders of the Company and Central Government, wherever required.
2. The remuneration and commission to be paid to the Executive Directors shall be in accordance with the percentage / slabs / conditions laid down in the Articles of Association of the Company and as per the provisions of the Companies Act, 2013, and the rules made thereunder.
3. Increments to the existing remuneration / compensation structure may be recommended by the Committee to the Board which should be within the slabs approved by the Shareholders in the case of Whole-time Director.

❖ **Remuneration Packages for Executive Directors and Senior Executives**

Remuneration for Executive Directors and Senior Executives may incorporate fixed and variable pay performance elements with both a short term and long term focus. Remuneration packages may contain any or all of the following:

- (a) annual basic salary - reflecting the value of the individuals' personal performance, their ability and experience, as well as the Company's obligations at the law and labour market conditions and should be relative to the scale of the business of the Company;
- (b) performance based remuneration - rewards, bonuses, special payments and other measures available to reward individuals and teams following a particular outstanding business contribution having regard to clearly specified performance targets;



- (c) other benefits - such as holidays, sickness benefits superannuation payments and long service benefits;
- (d) expense reimbursement - for any expenses incurred in the course of the personnel's duties; and
- (e) termination payments - any termination payments should reflect contractual and legal obligations and will not be made when an executive is removed for misconduct.

The Directors and Senior Executives including KMPs and any other employee as per the Employees Stock Option Scheme, if any, introduced by the Company in the future, would be entitled for stock options. Independent Directors shall not be entitled to any stock option as per section 149(9) of the Companies Act, 2013.

❖ **Remuneration for Non-Executive Directors**

Remuneration for Non-executive Directors may contain any or all of the following:

- (a) annual fees - reflecting the value of the individuals' personal performance, time commitment and responsibilities of the role;

7. DIRECTORS AND OFFICERS' LIABILITY INSURANCE

Where any insurance is taken by the Company on behalf of its Directors, KMPs/ Senior Management Personnel etc. for indemnifying them against any liability in respect of any negligence, default, misfeasance, breach of duty or breach of trust for which they may be guilty in relation to Company, the premium paid on such insurance shall not be treated as part of the remuneration payable to any such personnel.

8. DISCLOSURE OF INFORMATION

Information on the total remuneration of members of the Company's Executive Director(s) may be disclosed in the Company's Annual Report.

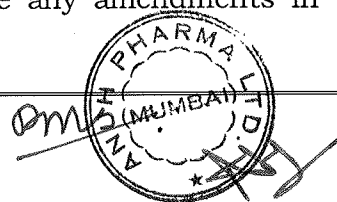
9. AMENDMENT OF POLICY

The Company reserves the right to modify, cancel, add, or amend any provisions of the Policy. The Policy can only be amended with the approval of the Board.

10. ADOPTION OF POLICY AND BOARD REVIEW

The Policy was adopted by the Board on 14th November, 2014, and takes effect from the date on which the Board approves it.

The Nomination and Remuneration Committee and the Board will review the Policy periodically. The Company Secretary will communicate any amendments in the



Policy to the Board of Directors, Key Managerial Personnel and Senior Management.

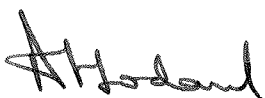
11. GENERAL

In case of any doubt with regard to any provision of the policy and in respect of matters not covered herein, a reference to be made to the Chairman of the Nomination and Remuneration Committee. In all such matters, the interpretation and decision of the Chairman of the Nomination and Remuneration Committee shall be final.

Any or all provisions of the Policy would be subject to revision/amendment in accordance with the guidelines on the subject as may be issued under the provisions of Section 178 of the Companies Act, 2013, from time to time.

In the event of any conflict between the provisions of Policy and the applicable provisions of the Companies Act, 2013, the provisions of the Companies Act, 2013 shall prevail.

By order of the **Nomination
and Remuneration Committee**



Arun Todarwal
Director
(DIN: 00020916)



By order of the Board
For **Anuh Pharma Limited**



Bipin Shah
Managing Director
(DIN: 00083244)

Place : Mumbai

Date : Modified on 22nd May, 2019

ANNEXURE -1

POLICY ON CRITERIA FOR PERFORMANCE EVALUATION

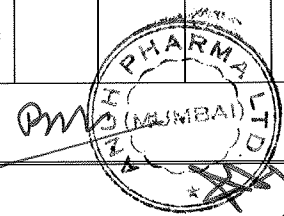
Pursuant to the requirement of the Listing Agreement and the Companies Act, 2013, the Nomination and Remuneration Committee shall prescribe the criteria for performance evaluation of the Board as a whole, Chairperson, Independent Directors, Non-Independent Directors and Committees of the Board.

1. PERFORMANCE CRITERIA FOR EVALUATION OF THE BOARD

Sr. No.	Particulars	Grading*			
		1	2	3	4
1	The Information coming to the Board in the form of agenda papers, financial reports and management presentations is detailed and sufficient to make good decisions				
2	The quality of the information to the Board and its Committees is of high standard				
3	The information is furnished to the members in time, to enable them to absorb and analyse it to make its effective use				
4	The draft minutes of Meetings of the Board and its Committees are complete, clear, accurate and timely				
5	Both good and bad news are communicated to the Board as they arise				
6	The management responses to the observations of the internal auditors are given after considerable internal discussions				

2. THE PERFORMANCE EVALUATION CRITERIA FOR EVALUATION OF CHAIRPERSON HAVE BEEN PRESCRIBED AS UNDER:

Sr. No.	Criteria	Grading*			
		1	2	3	4
1	The Chairman's leadership style and tone promote effective decision-making, constructive debate and ensure that the Board works as a team				
2	Board Meetings encourages high quality of construction debate with robust and probing discussions				
3	The Board Meetings are conducted in such a manner as to allow a balance between management presentation and Board discussions				
4	During the Board Meetings, the Chairman is open-minded and listens to the members before expressing his own views				



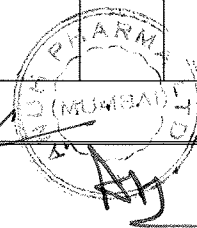
Sr. No.	Criteria	Grading*			
		1	2	3	4
5	The Chairman deals effectively with dissent and works constructively towards consensus				
6	Board Meetings are conducted in an atmosphere of creative tension				

3. THE PERFORMANCE EVALUATION CRITERIA FOR EVALUATION OF NON-INDEPENDENT DIRECTORS HAVE BEEN PRESCRIBED AS UNDER:

Sr. No.	Criteria	Grading*			
		1	2	3	4
1	He/she comes across as a person with expertise and experience				
2	He/she has shown a high degree of commitment to his/her responsibilities as an Non-Executive Director/Executive Director				
3	He/she appears to be familiar with the business model of the Company and the industry it belongs to				
4	He/she is aware of his/her role, rights and responsibilities as an Non-Executive Director/Executive Director				
5	He/she has been actively participating in the Board/Committee discussions and contributing to the decision-making process				
6	He/she has been known to take initiative on matters of common interest of the Company and to exhibit sensitivity to the interest of all the stakeholders				
7	He/she keeps himself informed on the latest developments in corporate governance				

4. THE PERFORMANCE EVALUATION CRITERIA FOR EVALUATION OF THE INDEPENDENT DIRECTORS HAVE BEEN PRESCRIBED AS UNDER:

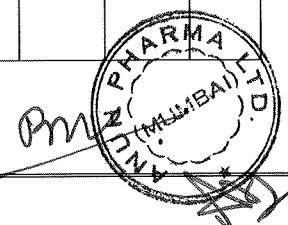
Sr. No.	Criteria	Grading*			
		1	2	3	4
1	He/she comes across as a person with expertise and experience				
2	He/she has shown a high degree of commitment to his/her responsibilities as an Independent Director				
3	He/she appears to be familiar with the business model of the Company and the industry it belongs to				
4	He/she is aware of his/her role, rights and responsibilities as an Independent Director				

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Sr. No.	Criteria	Grading*			
		1	2	3	4
5	He/she has been actively participating in the Board/Committee discussions and contributing to the decision-making process				
6	He/she has been known to take initiative on matters of common interest of the Company and to exhibit sensitivity to the interest of all the stakeholders				
7	He/she keeps himself informed on the latest developments in corporate governance				

5. PERFORMANCE EVALUATION CRITERIA FOR EVALUATION OF THE BOARD AS A WHOLE HAVE BEEN PRESCRIBED AS UNDER:

Sr. No.	Criteria	Grading*			
		1	2	3	4
1	The size and composition (executive, non-executive, independent members and their background in terms of knowledge, skills and experience) of the Board is appropriate				
2	The Board conducts itself in such a manner that it is seen to be sensitive to the interests of all stakeholders (including minority shareholders) and it has adequate mechanism to communicate with them				
3	The Board is active in addressing matters of strategic concerns in its review of the Board agenda with the executive management				
4	The Board makes well-informed high quality decisions on the basis of full information and clear insight into Company's business				
5	The Board deals with matters with potential conflict of interest by assigning them to independent directors				
6	The Board is effective in establishing a corporate environment that promotes timely and effective disclosure, fiscal accountability, high ethical standards and compliance with applicable laws and regulations				
7	The Board meets frequently enough and for sufficient duration to enhance its effectiveness				
8	The Board Meeting time is appropriately allocated between management presentation and Board discussion				
9	The Board has a good undertaking of the Company's key drivers of performance and associated risks, threats and opportunities				
10	Considerable time of the Board is spent on strategic issues relating to the Company's future and just on day-to-day management responsibilities				

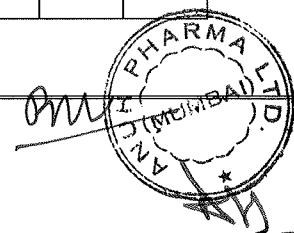


Sr. No.	Criteria	Grading*			
		1	2	3	4
11	The Board has clearly defined the mandates of its various Committees and effectively oversees their functioning				
12	The Board is effective in formulating and monitoring various financial and non-financial policies and plans				
13	The Board has clearly defined the mandates of its various Committees and effectively oversees their functioning				
14	The Board is effective in developing a corporate governance structure that allows and encourages the Board to fulfill its responsibilities				
15	The Board is effective in developing a corporate governance structure that allows and encourages the Board to fulfill its responsibilities				
16	The Board pays considerable attention to the quality of financial reporting process and internal financial controls and effectively oversees them				
17	The Board ensures proper induction and continuous training of independent directors				
18	The Board regularly follows up on its decisions to ensure that action is taken on all its decisions				
19	The Board provides significant inputs and devotes considerable amount of time in developing the business strategy and annual business plan				
20	The Board ensures completeness of Agenda notes for the directors to have complete information before commencement of Meeting				
21	The Board is effective in questioning and providing advice and assistance to the Company's senior executive for upliftment of competency/capability of the executives of the Company				

6. THE PERFORMANCE EVALUATION CRITERIA FOR EVALUATION OF THE COMMITTEES HAVE BEEN PRESCRIBED AS UNDER:

A. Audit Committee:

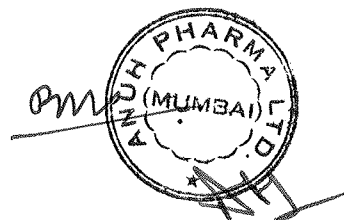
Sr. No.	Criteria	Grading*			
		1	2	3	4
1	The AC is properly constituted. It has adequate talent and experience				
2	The AC can be relied on to ensure that the financial reports presented to the Board have been drawn as per accounting standards and have been passed the scrutiny of the statutory auditors				



3	The AC effectively ensures that internal financial controls and risk management systems are in place in the organization				
4	The AC decides on the scope of internal audit assignment and meets frequently enough to consider and review internal audit reports				
5	The AC draws particular attention of the Board where internal controls are lax and the Company is exposed to risk				
6	The AC manages any potential conflict of interest by reviewing Related Party Transactions in compliance with the laws				
7	The AC effectively reviews and monitors the whistleblower policy and vigilance mechanism				
8	The AC exercises effective control on the appointment and remuneration of the statutory auditors and internal auditors				
9	The AC regularly follows up on its decisions to ensure that action is taken on all its decisions				

B. Corporate Social Responsibility Committee

Sr. No.	Criteria	Grading*			
		1	2	3	4
1	The size and composition (knowledge, skill and experience) of the Committee are appropriate				
2	The Committee is effective in discharging its responsibilities				
3	The Committee gives sufficient time and opportunity for its members to meet and discuss CSR issues				
4	The Committee gets sufficient opportunity to meet senior staff and operating management				
5	The CSR policy formulated by the Committee is clear				
6	The Committee has instituted a transparent mechanism for monitoring projects undertaken by the Company under its CSR policy				
7	The amount of expenditure to be incurred under the policy is transparently determined				

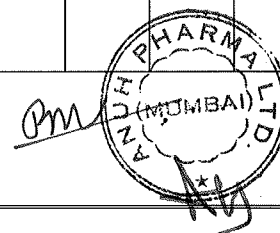


C. Nomination and Remuneration Committee

Sr. No.	Criteria	Grading*			
		1	2	3	4
1	The size and composition (knowledge, skill and experience) of the Committee are appropriate				
2	The NRC meets frequently enough to accomplish its tasks				
3	The NRC presents before the Board well-reasoned proposals				
4	The NRC makes well informed recommendations to the Board while processing various proposals				
5	The process of selection of new Directors is effective				
6	The NRC ensures a transparent Board and top management nomination process, bringing about diversity of knowledge, experience and gender on the Board				
7	The NRC has formulated the criteria for determining qualifications and position attributes of a Director/KMP and his/her remuneration				
8	The NRC has formulated criteria for the evaluation of Directors and the Board as a whole				
9	The Committee is effective in questioning and providing advice and assistance to the Company's senior executives for upliftment of competency/capability of the executives of the Company				

D. Stakeholder Relationship Committee

Sr. No.	Criteria	Grading*			
		1	2	3	4
1	The composition of the Committee is right considering the background of the members and demands of the responsibility				
2	The Committee is effective in discharging its responsibilities				
3	The Committee holds sufficient number of Meetings to be effective				
4	The Committee gets sufficient opportunity to meet senior staff and operating management				



Sr. No.	Criteria	Grading*			
		1	2	3	4
5	The Committee is provided with sufficient information to address the issues				
6	The Committee monitors periodically the efficacy of the Securities Transfer System				
7	The Grievance Redressal and Stakeholders' Relationship Systems are reviewed periodically by the Committee				
8	Outstanding actions arising from Meetings are properly followed up				

<i>In terms of</i>	1	2	3	4
<i>Agreement with the statement</i>	<i>Disagree</i>	<i>Somewhat agree</i>	<i>Quite agree</i>	<i>Strongly agree</i>

By order of the **Nomination and Remuneration Committee**



Arun Toadarwal
Director
(DIN: 00020916)



By order of the Board
For **Anuh Pharma Limited**



Bipin Shah
Managing Director
(DIN: 00083244)

Place : Mumbai

Date : Modified on 22nd May, 2019