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Annexure-B

[Certificate as per condition No. 1(5)(xxvii)]

Report to the Shareholders of Alif Manufacturing Company Limited on compliance of Corporate Governance Code

We have examined the compliance status to the Corporate Governance Code by Alif Manufacturing Company Limited for the year ended on June 30, 2019. This code relates to the Notification No. BSEC/CMRRCD/2006-158/207/Admin/80 dated June 03, 2018 of the Bangladesh Securities and Exchange commission.

Such compliance with the corporate Governance Code is the responsibility of the Company. Our examination was limited to the procedures and implementation thereof as adopted by the Management in ensuring compliance to the conditions of the Corporate Governance Code.

This is a scrutiny and verification and an independent audit on compliance of the conditions of the Corporate Governance Code as well as the provisions of relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) in so far as those standards are not inconsistent with any condition of this corporate Governance Code.

We state that we have obtained all the information and explanations, which we have required, and after due scrutiny and verification thereof, we report that, in our opinion:

- (a) The company has complied with the conditions of the Corporate Governance Code as stipulated on the above mentioned Corporate Governance Code issued by the commission;
- (b) The company has complied with the provisions of relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) as required by this Code;
- (c) Proper books and records have been kept by the company as required under the Companies Act, 1994, the securities laws and other relevant laws;
- (d) The governance of the Company is highly satisfactory.

Place: Dhaka

Dated: November 25, 2019

HUDA HOSSAIN & CO.
CHARTERED ACCOUNTANTS



Corporate Governance Code Compliance Status

Status of compliance with the conditions imposed by the Bangladesh Securities and Exchange Commission's Notification No. BSEC/CMRRCD/2006-158/207/Admin/80 dated 03 June 2018 issued under section 2CC of the Securities and Exchange Ordinance 1969.

(Report under Condition No.9)

Condition	Title	Compliance Status (Put in the appropriate column)		Remarks
Na.		Complied	Not Complied	(if any)
1	Board of Directors:			
1.1	Size of the Board of Directors: The total number of members of a company's Board of Directors shall not be less than 5 (Five) and more than 20 (Twenty).	~		
1.2	Independent Directors:	 		
1.2 (a)	Independent Directors: At least 1/5th (We have four Directors and One Independent Director)	✓		
1.2 (b)(i)	Less than 1% Shares			
1.2 (b)(ii)	Not a Sponsor of The Company or is not connected with the Company's any sponsor or Director or Nominated Director or Shareholder	~		
1.2 (b)iii)	Not been an executive of the Company immediate preceding 2 financial years	√		
1.2 (b)iv)	Does not have other relationship	√		
1.2 (b)v)	Not a Member or TREC holder, Director or Officer of any Stock Exchange	√		
1.2 (b)vi)	Not a Shareholder, Director excepting independent director or Officer of any member TREC holder of Stock Exchange or an intermediary of the capital market	✓		
1.2 (b)vii)	Not a Partner or an Executive or was not a partner or an Executive during the preceding 3 (Three) years of the concerned Company's statutory audit firm	~		
1.2 (b)viii)	Not an Independent Director more than five listed Companies.	✓		
1.2 (b)ix)	Not Convicted by a court of competent jurisdiction as a defaulter in payment of any loan or any advance to a Bank or a Non-	. ✓		



	Bank Financial Institution (NBFI)		
1.2 (b)x)	Not convicted for a Criminal offence	✓	
1.2 (c)	Appointment by the Board and approved in AGM.	✓	
1.2 (d)	Post cannot remain vacant for more than 90 days	✓.	
1.2 (e)	Tenure of the Independent Director	✓	
1.(3)	Qualification of Independent Directo	or:	
1.3 (a)	Independent Director shall be knowledgeable individual with integrity	✓	
1.3 (b)i)	Should be a Business Leader	✓	
1.3 (b)ii)	Should be a Corporate Leader	✓	
1.3(b)iii)	Former official of government or statutory or autonomous or regulatory body.	✓	
1.3 (b)iv)	University Teacher who has educational background in Economics or Commerce or Business Studies or Law.		✓ ·
1.3 (b)v)	An advocate practicing at least in the High Court Division of Bangladesh Supreme Court or a Chartered Accountant or Cost and Management Accountant or Chartered Financial Analyst or Chartered Certified Accountant or Certified Public Accountant or Chartered Management Accountant or Chartered Secretary or equivalent qualification		•
1.3 (c)	The independent director shall have at least 10 (ten) years of experiences in any field mentioned in clause (b)	√	
1.3 (d)	Special cases for relaxation of qualifications.		✓
1.(4)	Duality of Chairperson of the Board Officer:	of Directors a	nd Managing Director or Chief Executive
1.4(a)	The position of the Chairperson of the Board and the Managing Director (MD) and/or Chief Executive Officer (CEO) of the company shall be filled by different individuals;	✓	
1.4(b)	The Managing Director (MD) and/or Chief Executive Officer (CEO) of a listed company shall not	¥	



	hold the same position in another listed company;			
1.4 (c)	The Chairperson of the Board shall be elected from among the non-executive directors of the company;	√		
1.4 (d)	The Board shall clearly define respective roles and responsibilities of the Chairperson and the Managing Director and/or chief Executive Officer;			
1.4 (e)	In the absence of the Chairperson of the Board, the remaining members may elect one of themselves from nonexecutive directors as Chairperson.	~		
1.(5)	The Directors' Report to Shareholder	rs	*	
1.5 (i)	Industry outlook and possible future developments in the industry	~		
1.5 (ii)	Segment-wise or product-wise performance	✓		
1.5 (iii)	Risks and concerns	✓		
1.5 (iv)	A discussion on Cost of Goods sold, Gross Profit Margin and Net Profit Margin.	√		
1.5 (v)	Discussion on continuity of any Extra Ordinary gain or loss	✓		
1.5 (vi)	Discussion and Basis of related party transactions- a statement of all related party transactions.	✓		
1.5 (vii)	Utilization of proceeds from public issues, rights issues and/or through any others instruments	· 🗸		
1.5 (viii)	An explanation if the financial results deteriorate after the company goes for Initial Public Offering (IPO), Repeat Public Offering (RPO), Rights Offer, Direct Listing, etc		✓	
1.5 (ix)	If significant variance occurs between Quarterly Financial performance and Annual Financial Statements the management shall explain about the variance on their Annual Report.		✓	,
1.5 (x)	Statement of Remuneration to directors including independent directors.	√.		



1.5 (xi)	The financial statements prepared			
	by the management of the issuer			
	company present fairly its state of	✓		
	affairs, the result of its operations,			
	cash flows and changes in equity			
1.5 (xii)	Statement of Proper books of		<u> </u>	
1.5 (٨١)	account of the issuer company have	/		
k	been maintained.	·		
4 = 1 !!!				
1.5 (xiii)	Statement of Appropriate			
	accounting policies have been			
	consistently applied in preparation			
	of the financial statements and that	✓		
	the accounting estimates are based			
	on reasonable and prudent			
	judgment			
1.5 (xiv)	Statement of IAS/IFRS, as			
()	applicable in Bangladesh, have		1	
	been followed in preparation of the			
		✓		
1				
	departure there-from has been			
	adequately disclosed.			
1.5 (xv)	Statement of system of internal			
	control is sound in design and has	1		
	been effectively implemented and		1	
	monitored			
1.5 (xvi)	Statement of minority shareholders			There was no such:
, ,	have been protected from abusive			situation arise to
	actions.		✓	protect the interest
	getteris.			of minority
1.5/	Ctab and a Caracteria			shareholders
1.5 (xvii)	Statement of no significant doubts			
	upon the issuer company's ability			
	to continue as a going concern. If	•		
[the issuer company is not	1	y .	
	considered to be a going concern,			
	the fact along with reasons thereof			
	should be disclosed.			
1.5 (xviii)	An explanation that Significant		rh.	3522 ATT- ***
	deviations from the last year's			
	operating results of the issuer			
			✓	
	company shall be highlighted and			
	the reasons thereof should be			
	explained.			
1.5 (xix)	Statement of Key operating and		-	The state of the particular part
- Victoria	financial data of at least preceding	✓		,
	5 (five) years shall be summarized		Lugamo eccurio	
1.5 (xx)	An explanation on the reasons if			
1.57	the issuer company has not			Dividend
	declared dividend (cash or stock)		\	declared
	for the year, the reasons thereof			ucciaicu
	ior the year, the reasons thereof		1.	



	shall be given.		
1.5 (xxi)	Board's statement to the effect		-
1.5 (XXI)	that no bonus share or stock		
	dividend has been or shall be	✓	
	declared as interim dividend.		
1.5 (
1.5 (xxii)	The total number of Board	./	
	meetings held during the year and	•	
1.5 (xxiii)	A report on the pattern of the shareh	olding:	
	The state of the s		-
1.5	Parent/Subsidiary/Associated	,	
(xxiii)a)	Companies and other related	√	
	parties (name wise details);		
1.5	Directors, Chief Executive Officer,		
(xxiii)b)	Company Secretary, Chief Financial	,	
	Officer, Head of Internal Audit &	✓	
	Compliance and their spouses and		
	minor children (name wise details);		
1.5	Executives;	✓	
(xxiii)c)			,
1.5	Shareholders holding ten percent		
(xxiii)d)	(10%) or more voting interest in the	√	
	company (name wise details).		
1.5	A brief resume of the director;	✓	
(xxiv)a)		4	
1.5	Nature of his/her expertise in	✓	
(xxiv)b)	specific functional areas;		
1.5	Names of companies in which the		
(xxiv)c)	person also holds the directorship	✓	
	and the membership of committees		į
	of the board.	W2 76 VV 78 100 100	
1.5 (xxv)	Management Discussion and Analysis	signed by MI	D:
1.5 (xxv)a)	Accounting policies and estimation		
	for preparation of financial	✓	
	statements.	*	,
1.5	Changes in accounting policies and		
(xxv)b)	estimation, if any, clearly describing		
	the effect on financial performance		
	or results and financial position as	•	
	well as cash flows in absolute figure		
	for such changes;		
1.5(xxv)c)	Comparative analysis (including		
	effects of inflation) of financial		
	performance or result and financial		*
	position as well as cash flows for	✓	
	current financial year with		
	immediate preceding five years		
	explaining reasons thereof		
1.5	Compare such financial		



() ()				
(xxv)d)	performance or results and	6.		
	financial position as well as cash			
	flows with the peer industry			
	scenario;			
1.5 (xxv)e)	Briefly explain the financial and			
	economic scenario of the country	✓		
	and the globe;			
1.5 (xxv)f)	Risks and concerns issues related to			
, , , , , ,	the financial statements, explaining			
	such risk and concern mitigation	~		
	plan of the company.			
1.5 (xxv)g)	Future plan or projection or			
1.3 (***)8)				
	forecast for company's operation,			
1	performance and financial position,	✓		
	with justification thereof, i.e.,			
	actual position shall be explained to	1		
	the shareholders in the next AGM.			
1.5 (xxvi)	Declaration or certification by the			
	CEO and CFO to the Board as			
	required under condition No. 3(3)	✓		
	shall be disclosed as per Annexure-			
	A;	I.		
1.5(xxvii)	The report as well as certificate			
	regarding compliance of conditions			
	of this Code as required under	✓		
	condition No. 9 shall be disclosed as			,
	per Annexure-B and Annexure-C.			
1.6	Meeting of the Board of Directors:	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
1.0	The company shall conduct its			
	Board meetings and record the			
	minutes of the meetings as well as	6		
	keep required books and records in			
	line with the provisions of the	✓		
	relevant Bangladesh Secretarial			
	Standards (BSS) as adopted by the			
	Institute of Chartered Secretaries of			
	Bangladesh (ICSB) in so far as those			
	standards are not inconsistent with			
	any condition of this Code		and the second s	
1.7	Code of Conduct for the Chairperson	, other Board i	members and Chief Ex	ecutive Officer
1271	· · · · · · · · · · · · · · · · · · ·		1	45/2002
1.7 (a)	The Board shall lay down a code of			
	conduct, based on the			
	recommendation of the			
	Nomination and Remuneration	✓		
	Committee (NRC) at condition No.		ļ	
	6, for the Chairperson of the Board,			
	other board members and Chief		1	
	Executive Officer of the company;			
1.7 (b)	The code of conduct as determined	/		



			,	
	by the NRC shall be posted on the		1	
	website of the company including,			
	among others, prudent conduct			
	and behavior; confidentiality			
	conflict of interest; compliance with			
	laws, rules and regulations;			
	prohibition of insider trading;			
	relationship with environment,			
	employees, customers and			
	suppliers; and independency.			
2	Governance of Board of Directors of S	ubsidiary Com	pany:	
2(a)	Provisions relating to the			
,	composition of the Board of the			
	holding company shall be made			
	applicable to the composition of		√	
	the Board of the subsidiary			
	company;			
2(b)	At least 1 (one) independent			
,,	director on the Board of the			
	holding company shall be a director		✓	· .
	on the Board of the subsidiary			
	company;			
2(c)	The minutes of the Board Meeting			
2(0)	of the subsidiary company shall be			
	placed for review at the following		/	
	Board meeting of the holding			
	company;			
2(d)	The minutes of the respective	2 11111		
2(0)	Board meeting of the holding			
	company shall state that they have		_/	
	reviewed the affairs of the		•	
2(.)	subsidiary company also;		1000	
2(e)	The Audit Committee of the holding			
	company shall also review the			
1	financial statements, in particular		, •	
	the investments made by the			
	subsidiary company	VECUTIVE OFFI	CED (CEO) CHIEF FINAN	ICIAL OFFICER (CEO)
3	MANAGING DIRECTOR (MD) or CHIEF EXHERD OF INTERNAL AUDIT AND COMPLIA			
3.1	Appointment	MCE (MAC) AN	D COMPANY SECRETAR	1 (03).
3.1(a)	The Board shall appoint a Managing			<u> </u>
J.1(a)	Director (MD) or Chief Executive			
	Officer (CEO), a Company Secretary			
1	(CS), a Chief Financial Officer (CFO),	✓		8
İ	a Head of Internal Audit and			,
24/61	Compliance (HIAC);			
3.1(b)	The positions of the Managing			
	Director (MD) or Chief Executive	. 🗸		
	Officer (CEO), Company Secretary			
	(CS), Chief Financial Officer (CFO),			



	1			
	Head of Internal Audit and	i		
	Compliance (HIAC) shall be filled by	1		
	different individuals;			
3.1(c)	The MD or CEO, CS, CFO and HIAC			
	of a listed company shall not hold	/		
	any executive position in any other	•		
	company at the same time;			
3.1(d)	The Board shall clearly define			
	respective roles, responsibilities			
	and duties of the CFO, the HIAC and	√		
	the CS;			
3.1(e)	The MD or CEO, CS, CFO and HIAC			
3.1(0)	shall not be removed from their			
	position without approval of the			
	Board as well as immediate		✓	
	dissemination to the Commission			
	The state of the s			
	and stock exchange(s).			
3.2	Requirement to attend Board of			
	Director' Meetings: The MD or CEO,			
1	CS, CFO and HIAC shall attend the			
	meetings of the Board: Provided			
	that CS, CFO and HIAC shall not	✓		
	attend such part of a meeting if the			
	Board of Directors which involves			
	consideration of an agenda item			
	relating to their personal matters.			1
3.3	Duties of Managing Director (MD) or Chi	ef Executive Off	ficer (CEO) and Chief Fina	ancial Officer (CFO)
	The MD or CEO and CFO shall		T	T
3.3(a)	The state of the s			
	certify to the Board that they have	,		
	reviewed financial statements for	✓		
	the year and that to the best of			
	their knowledge and belief;			
3.3(a)i)	These statements do not contain			
	any materially untrue statement or			
İ	omit any material fact or contain	✓		
	statements that might be			×
	misleading; and			
3.3(a)ii)	These statements together present			,
The state of the s	a true and fair view of the			
	company's affairs and are in			
	compliance with existing	✓		
	accounting standards and			
	applicable laws;			
2 2/61	The MD or CEO and CFO shall also		 	
3.3(b)				
	certify that there are, to the best of			
	knowledge and belief, no	✓		
	transactions entered into by the			
	company during the year which are			
	fraudulent, illegal or in violation of			



				1
	the code of conduct for the			
	company's Board or its members;			
3.3(c)	The certification of the MD or CEO			
j	and CFO shall be disclosed in the	✓		
	Annual Report.			
4	Board of Directors' Committee:-		Q##3	
4(i)	Audit Committee	✓		
4(ii)	Nomination and Remuneration	✓		
	Committee			
5	AUDIT COMMITTEE:			
5.1	Responsibility to the Board of	✓	Y - 0027/2-70 - 0 - 0 727/3	
	Directors	·		
5.1(a)	The company shall have an Audit			
	Committee as a sub-committee of	✓		
	the Board.			
5.1(b)	The Audit Committee shall assist		÷	
100	the Board in ensuring that the			
	financial statements reflect true			
! !	and fair view of the state of affairs	√ -		9
	of the company and in ensuring a			9
	good monitoring system within the			
	business			
5.1(c)	The Audit Committee shall be			
	responsible to the Board. The	✓		
	duties of the Audit Committee shall	97/20		
	be clearly set forth in writing.			•
5.2	Constitution of the Audit Committee		-p,	
5.2(a)	The Audit Committee shall be			
	composed of at least 3 (three)	√		
	members			
5.2(b)	The Board shall appoint members			
	of the Audit Committee who shall			
	be nonexecutive directors of the	✓		
	company excepting Chairperson of			
	the Board and shall include at least			
	1 (one) independent director;		·	
5.2(c)	All members of the audit			
	committee should be "financially			
	literate" and at least 1 (one)			
	member shall have accounting or	V		
	related financial management			
	background and 10 (ten) years of			
F 2/ 1)	such experience		CE 18-E-8-E	
5.2(d)	When the term of service of the			,
	Committee members expires or			
	there is any circumstance causing	✓		
	any Committee member to be			
	unable to hold office before			
	expiration of the term of service.			



5.2(-)	T			
5.2(e)	The company secretary shall act as	✓		
	the secretary of the Committee			
5.2(f)	The quorum of the Audit			
	Committee meeting shall not	✓		
	constitute without at least 1(one)			
	independent director			
5.3	Chairperson of the Audit Committee	45.444-505		
5.3(a)	The Board of Directors shall select 1			
	(one) member of the Audit			
	Committee to be Chairperson of	✓		
	the Audit Committee, who shall be	1		
	an independent director.			
5.3(b)	In the absence of the Chairperson			
,	of the Audit Committee, the			
	remaining members may elect one			
	of themselves as Chairperson for			
4	that particular meeting, in that case			
	there shall be no problem of	✓		
	constituting a quorum as required			
	under condition No. 5(4)(b) and the			
	reason of absence of the regular			
	Chairperson shall be duly recorded			
K	in the minutes		 	
5.3(c)	Chairperson of the audit committee	<u> </u>		Mac procent in
3.3(0)	1	/		Was present in the AGM of
	shall remain present in the Annual	Ψ.		25 CONTRACTOR STORES TO SEC. 10. 10. 10. 10. 10. 10. 10. 10. 10. 10
	General Meeting (AGM).			2017-18.
5.4	Meeting of the Audit Committee			
5. 4 (a)	The Audit Committee shall conduct			
-	at least its four meetings in a	√		
	financial year:			
	The quorum of the meeting of the			
5.4(b)	Audit Committee shall be			
	constituted in presence of either			
	two members or two third of the	✓		
	members of the Audit Committee,			
	whichever is higher, where	J.		
	presence of an independent	, 41		
	director is a must.			
5.5	Role of Audit Committee			
5.5(a)	Oversee the financial reporting	/		
	process			
5.5(b)	Monitor choice of accounting	/		
	policies and principles	¥		
5.5(c)	Monitor Internal Audit and			•
	Compliance process to ensure that			
	it is adequately resourced,	,		
	including approval of the Internal	✓		
	Audit and Compliance Plan and	-		
	review of the Internal Audit and	•		



	Compliance Report;		<u></u>	
5.5(d)	Oversee hiring and performance of external auditors	✓		
5.5(e)	Hold meeting with the external or statutory auditors for review of the annual financial statements before submission to the Board for approval or adoption	✓		
5.5(f)	Review along with the management, the annual financial statements before submission to the board for approval	√		
5.5(g)	Review along with the management, the quarterly and half yearly financial statements before submission to the board for approval.	✓	-	
5.5(h)	Review the adequacy of internal audit function	✓		
5.5(i)	Review the Management's Discussion and Analysis before disclosing in the Annual Report;	√		
5.5(j)	Review statement of significant related party transactions submitted by the management	~		
5.5(k)	Review Management Letters or Letter of Internal Control weakness issued by Statutory auditors		·	
5.5(I)	Oversee the determination of audit fees based on scope and magnitude, level of expertise deployed and time required for effective audit and evaluate the performance of external auditors; and	✓		
5.5(m)	Over see whether the proceeds raised through Initial Public Offering (IPO) or Repeat Public Offering (RPO) or Rights Share Offer have been utilized as per the purposes stated in relevant offer document or prospectus approved by the Commission:		✓	
5.6	Reporting of the Audit Committee			
5.6(a)	Reporting to the Board of Directors	✓	MARKET PROPERTY AND ADDRESS OF THE PARTY AND A	
5.6.a(i)	The Audit Committee shall report on its activities to the Board.	✓		
5.6.a(ii)a)	report on conflicts of interests;	•	✓	There was no such event to



				report
5.6.a(ii)b)	Suspected or presumed fraud or irregularity or material defect in the		✓	There was no such event to
	internal control system;			report
5.6.a(ii)c)	Suspected infringement of laws,		✓	There was no
	including securities related laws,			such event to
	rules and regulations;			report
5.6.a(ii)d)	Any other matter which shall be		✓	There was no
	disclosed to the Board			such event to
	Immediately.			report
5.6(b)	Reporting to the Authorities		✓	There was no
				such event to
				report
5.7	Reporting to the Shareholders and		✓	There was no
	General Investors.			such event to report
6	Nomination and Remuneration Committee(NRC)	✓		
6.1	Responsibilities to the Board of Directors:	✓		
6.1(a)	The Company shall have a			
	Nomination and Remuneration	./		
	Committee (NRC) as a	•		
	subcommittee of the Board;			
6.1(b)	The NRC shall assist the Board in			
	formulation of the nomination			
	criteria or policy for determining			
	qualifications, positive attributes,		1	
	experiences and independence of	✓		
	directors and top level executive as			
	well as a policy for formal process			
	of considering remuneration of			
	directors, top level executive;		4	
6.1(c)	The terms of Reference (ToR) of the		1	
	NRC shall be clearly set forth in	✓		
	writing covering the areas stated at			
	the condition No. 6(5)(b).		1	
6.2	Constitution of the NRC			
6.2(a)	The Committee shall comprise of at least three members including an	V		
	independent director	<u>.</u>		
6.2(b)	All members of the Committee shall			
ψ.Z(b)	be non-executive directors;	✓		
6.2(c)	Members of the Committee shall		Parallel San San San San San San San San San San	
0.2(0)	be nominated and appointed by	✓	Ĭ	700
	the Board;			
6.2(d)	The Board shall have authority to			
0.2(u)	remove and appoint any member	Y		
	of the Committee;	•		



6.2(e)	In case of death, resignation, disqualification, or removal of any member of the Committee or in any other case of Vacancies, the boards shall fill the vacancy within 180 (one hundred eighty) days of occurring such vacancy in the Committee;	√		
6.2(f)	The Chairperson of the Committee may appoint or co-opt any external expert and/or member(s) of staff to the Committee as advisor who shall be nonvoting member, if the Chairperson feels that advice or suggestion from such external expert and/or or member(s) of staff shall be required or valuable for the Committee;	√		
6.2(g)	The company secretary shall act as the secretary of the Committee;	✓		
6.2(h)	The quorum of the NRC meeting shall not constitute without attendance of at least an independent director;	√		
6.2(i)	No member of the NRC shall receive, either directly or indirectly, any remuneration for any advisory or consultancy role or otherwise, other than Director's fees or honorarium from the company	~		
6.2	The state of the s			
6.3 6.3(a)	Chairperson of the NRC The Board shall select 1 (one) member of the NRC to be Chairperson of the Committee, who shall be an independent director;	. 🗸		
6.3(b)	In the absence of the Chairperson of the NRC, the remaining members may elect one of themselves as Chairperson for that particular meeting, the reason of absence of the regular Chairperson shall be duly recorded in the minutes;		√	
6.3(c)	The Chairperson of the NRC shall attend the annual general meeting (AGM) to answer the queries of the shareholders:	✓		In next AGM
6.4	Meeting of the NRC	√.		1st Meeting of NRC held on 20 January, 2019.



6.4(a)	The NRC shall conduct at least one meeting in a financial year;	✓		
6.4(b)	The Chairperson of the NRC may convene any emergency meeting upon request by any member of the NRC;		√	There was no such event with in the report period
6.4(c)	The quorum of the meeting of the NRC shall be constituted in presence of either two members or two third of the members of the Committee, whichever is higher where presence of an independent director is must as required under condition No. 6(2)(h);	~		
6.4(d)	The proceedings of each meeting of the NRC shall duly be recorded in the minutes and such minutes shall be confirmed in the next meeting of the NRC.	√		
6.5	Role of the NRC			•
6.5(a)	NRC shall be independent and responsible or accountable to the Board and to the shareholders;	✓		
6.5(b)	NRC shall oversee, among others, the following matters and make report with recommendation to the Board:	✓		
6.5(b)i)	Formulating the criteria for determining qualifications, positive attributes and independence of a director and recommend a policy to the Board, relating to the remuneration of the directors, top level executive, considering the following:	V		
6.5(b)i)a)	The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate suitable directors to run the company successfully	✓		
6.5(b)i)b)	The relationship of remuneration to performance is clear and meets appropriate performance benchmark;	√		
6.5(b)i)c)	Remuneration to directors, top level executive involves a balance between fixed and incentive pay reflecting short and long-term performance objectives	√		



	appropriate to the working of the			T
	company and its goals			
6.5(b)ii)	Devising a policy on Board's			
	diversity taking into consideration			
	age, gender, experience, ethnicity,	· ✓		
	educational background and			
	nationality;			
6.5(b)iii)	Identifying person who are			
	qualified to become directors and			
	who may be appointed in top level			
	executive position in accordance	✓		
	with the criteria laid down, and			
	recommended their appointment			
	and removal to the Board;			
6.5(b)iv)	Formulating the criteria for			
	evaluation of performance of	✓		2
	independent directors and the	•		
	Board;			
6.5(b)v)	Identifying the company's needs for			
	employees at different levels and		ĺ	
	determine their selection, transfer	✓		
	or replacement and promotion			
	criteria; and			
6.5(b)vi)	Developing, recommending and			
	reviewing annually the company's	✓		
	human resources and training	•		
	policies;			
6.5(c)	The company shall disclose the	2.000,000		
	nomination and remuneration		1	
	policy and the evaluation criteria	✓		
	and activities of NRC during the			
	year at a glance in its annual report.			
7	EXTERNAL OR STATUTORY AUDITOR	S:		
7.1	The issuer Company shall not			
	engage its external or statutory	√		
	auditors to perform the following	•	1	
	services of the Company, namely:			
7.1(i)	Appraisal or valuation services or	,	***	
	fairness opinions	√		
7.1(ii)	Financial information systems			
	design and implementation	V		
7.1(iii)	Book-keeping or other services		1123	
	related to the accounting records	✓		
	or financial statements			
7.1(iv)	Broker-dealer services	✓		
7.1(v)	Actuarial services.	✓		
1.1		√	The second secon	
7.1(vi)	Internal audit services	Y		1
7.1(vi) 7.1(vii)	Internal audit services Any service that the Audit	√·		



7.47.403		1	1	
7.1(viii)	Audit or certification services on	1		
	compliance of corporate	/		
	governance as required under			
	condition No 9(1); and			
7.1(ix)	Any other service that creates			
1 2 - ()	conflict of interest.	√		
7.2	No partner or employees of the	4		
7.2				
	external audit firms shall possess			
	any share of the company they			
	audit at least during the tenure of			
	their audit assignment of that			
	company; his or her family			
	members also shall not hold any	✓		
	shares in the said company:			
	Provided that spouse, son,			
	daughter, father, mother, brother,			ļ
	sister, son-in law and daughter-in-			
	law shall be considered as family			
	members.			
7.3				
7.3	Representative of external or			
	statutory auditors shall remain			
	present in the Shareholders'			
	Meeting (annual General Meeting	· ✓		
	or Extraordinary General Meeting)			
	to answer the queries of the	8	i	
	shareholders.			
8	Maintaining a website by the Compa	ny	-	
8.1	The company shall have an official			
	website linked with the website of	✓		
	the stock exchange.			
8.2	The company shall keep the			
0.2				
Ar .	website functional from the date of	. •		
	listing.			
8.3	The company shall make available			
}	the detailed disclosures on its		*	
	website as required under the	✓		
	listing regulations of the concerned			
	stock exchange(s).	<u> </u>		
9	REPORTING AND COMPLIANCE OF CO	ORPORATE GOV	'ERNANCE:	
9.1	The company shall obtain a			
	certificate from a practicing			
	professional Accountant or			
	Secretary (Chartered Accountant or			
	Cost & Management Account or	✓	}	,
	Chartered Secretary) other than its			
	statutory auditors or audit firm on			
	yearly basis regarding compliance			
	of conditions of Corporate	_		
	Governance Code of the			
		·		<u> </u>



	Commission and shall such certificate shall be disclosed in the Annual Report.		
9.2	The professional who will provide the certificate on compliance of this Corporate Governance Code shall be appointed by the shareholders in the annual general meeting.	1	
9.3	The directors of the company shall state, in accordance with the Annexure-C attached, in the directors' report whether the company has complied with these conditions or not.	✓	

