

Nomination and Remuneration Committee:

The Company has constituted Nomination and Remuneration committee consisting of three independent Directors:

The brief terms of reference of the committee are:

To formulate a criteria for determining qualifications, positive attributes and independence of a Director.

To formulate criteria for evaluation of Independent Directors and the Board.

To identify persons who are qualified to become Directors and who may be appointed in Senior Management in accordance the criteria laid down in this policy.

To carry out evaluation of every Director's performance.

To recommend to the Board the appointment and removal of Directors and Senior Management.

To recommend to the Board policy relating to remuneration for Directors, Key Managerial Personnel and Senior Management.

The Nomination and Remuneration Committee of the Company has the following members:

S.No.	Name	Category	Position
1	Dr. KSV Menon	Non Executive / Independent Director	Chairman
2	Mr. Kanishk Gupta	Non Executive / Independent Director	Member
3	Mr. Pradeep Behl	Non Executive / Independent Director	Member

For Haryana Leather Chemicals Ltd.

