

NOMINATION AND REMUNERATION POLICY:-

This Nomination and Remuneration Policy is formulated in compliance with Section 178 of the Companies Act, 2013 read along with the applicable rules thereto. This policy on nomination and remuneration of Directors, Key Managerial Personnel and Senior Management has been formulated by the Nomination and Remuneration Committee (NRC or the Committee) and has been approved by the Board of Directors.

Objective: The objective of the policy is to ensure that:

- The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate Directors of the quality required to run the company successfully in Aluminium extrusion and rolling mill industry and renewable energy.
- Relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and
- Remuneration to Directors, key managerial personnel and senior management involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals.

Role of the Committee: The role of the NRC will be the following:

- To formulate 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 with the criteria laid down in this policy
- To carry out evaluation of Director's performance.
- To recommend to the Board the appointment and removal of Directors and Senior Management.
- To recommend to the Board relating to remuneration for Directors, Key Managerial Personnel and Senior Management.
- To ensure Board composition and its size.
- Succession planning for replacing Key Executives and overseeing their performance.
- To carry out any other function as is mandated by the Board from time to time and / or enforced by any statutory notification, amendment or modification, as may be applicable.
- To perform such other functions as may be necessary or appropriate for the performance of its duties.

Appointment And Removal Of Director, Key Managerial Personnel And Senior Management:

- a) 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 his / her appointment to the Board.
- b) A person should possess adequate qualification, expertise and experience for the position he / she is considered for appointment. The Committee has authority to decide whether qualification, expertise and experience possessed by a person is sufficient / satisfactory for the position.
- c) The Company shall not appoint or continue the employment of any person as Whole-time Director who has attained the age of seventy years. Provided that the term of the person holding this position may be extended beyond the age of seventy years with the approval of shareholders by passing a special resolution.

TERM / TENURE:

- a) Managing Director/Whole-time Director: The Company shall appoint or re-appoint any person as its Executive Chairman, Managing Director or Whole time Director / Non 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.
- b) Independent Director: 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.

Evaluation: The Committee shall carry out evaluation of performance of Director, KMP and Senior Management Personnel yearly or at such intervals as may be considered necessary.

Removal: The Committee may recommend with reasons recorded in writing, removal of a Director, KMP or Senior Management Personnel subject to the provisions and compliance of the Companies Act, 2013, rules and regulations and the policy of the Company.

Retirement: The Director, KMP and Senior Management Personnel shall retire as per the applicable provisions of the Act 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.

Policy For Remuneration To Directors/Kmp/Senior Management Personnel:

1) Remuneration to Managing Director / Whole-time Directors:

- i. The Remuneration/Commission etc. to be paid to Managing Director/Whole-time Directors, etc. shall be governed as per the provisions of the Companies Act, 2013 and rules made there under or any other enactment for the time being in force and the approval obtained from the Members of the Company.

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- ii. The Nomination and Remuneration Committee shall make such recommendations to the Board of Directors, as it may consider appropriate with regard to remuneration to Managing Director / Whole-time Directors.

2) Remuneration to Key Managerial Personnel and Senior Management:

- i. The remuneration to Key Managerial Personnel and Senior Management shall consist of fixed pay and other benefit, in compliance with the provisions of the Companies Act, 2013 and as per Company's Policy as may be approved by Board of Directors on the recommendation of Nomination and Remuneration Committee and approved by shareholders whenever required.
- ii. The Fixed pay shall include monthly remuneration, employer's contribution to Provident Fund, contribution to pension fund, pension schemes, etc. as decided from to time.

Implementation:

- The Committee may issue guidelines, procedures, formats, reporting mechanism and manuals in supplement and for better implementation of this policy as considered appropriate.
- The Committee may delegate any of its powers to one or more of its members.

Composition: The committee comprised of three directors out of which two are independent directors. The Committee was formed w.e.f 28.04.2014 at the meeting of Board of Directors of the Company.

CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction and Background:- Section 135 of the Companies Act, 2013 impose statutory responsibility on Companies with an annual turnover of 1,000 crore INR and more, or a net worth of 500 crore INR and more, or a net profit of five crore INR and more to undertake Corporate Social Responsibility (CSR) activities as enumerated under Schedule VII of Companies Act 2013 which otherwise popularly known as CSR activities.

By promulgation of Section 135, every Company which qualifies with any of the above mentioned criteria in any of the financial year has to constitute a separate committee known as CSR Committee consisting of their board members, including at least one independent director to implement and monitor the CSR activities of the Company.

Jindal Aluminium Limited recognizes that its business activities have wide impact on the society in which it operates, and therefore an effective practice is required giving due consideration to the interests of its stakeholders including shareholders, customers, employees, suppliers, business partners, local communities and other organizations.

Jindal Aluminium Limited endeavors to make CSR an important agenda and is committed to its stakeholders to conduct its business in an accountable manner that creates a sustained positive impact on society.

Jindal Aluminium Limited being a Company satisfying the threshold as stipulated under Section 135 of the Companies Act, 2013 is committed to establish the CSR Committee and formulate a CSR policy for the Company.

Policy Objectives: - The objectives of this policy are:

- ❖ Devising meaningful and effective strategies for carrying out CSR activities and engaging with all stakeholders towards implementation and monitoring.
- ❖ Make sustainable contributions to community.
- ❖ Identify socio-economic opportunities to perform CSR activities.
- ❖ Focus on social welfare activities as envisaged in Schedule VII of Companies Act, 2013.

SCOPE OF THE POLICY:-

- ❖ This Policy will focus on constitution of CSR Committee, role and responsibilities of CSR Committee, CSR activities to be undertaken and allocation of funds for carrying out such CSR activities, Implementation and monitoring the execution of CSR activities for the Company.
- ❖ The Policy shall apply to all CSR projects/programmes undertaken by the Company in India as per Schedule VII of the Act.

CSR Committee:

I. The CSR Committee of Jindal Aluminium Limited comprises of three directors of which, two are independent directors.

II. The CSR committee of Jindal Aluminium Limited will be responsible for:

- Recommending to Board the CSR expenditure to be incurred.
- Recommending to Board, modifications to the CSR policy as and when required.
- Formulation of annual action plan
- Regularly monitoring the implementation of the CSR policy

CSR Budget:

CSR Committee will recommend every year, the annual budgeted expenditure to the Board of Directors for its consideration and approval which shall not be less than 2% of the average net profits of the Company made during the three immediately preceding financial years.

CSR Activities:

The CSR Committee shall recommend to the Board of Jindal Aluminium Limited to implement its CSR activities covering any of the areas as detailed in accordance with Schedule VII of Companies Act, 2013

Implementation:

The Board of Jindal Aluminium Limited, based on the recommendations of the CSR Committee, implement any of the activities as mentioned under Schedule VII of the Companies Act, 2013 through any of the following ways :-

- ❖ Registered Trust or Society or Company established by the Company. (or)
- ❖ Any other established Registered Trust or Society formed for this purpose and having track record of three years in undertaking similar programs or projects. (or)
- ❖ Company shall directly undertake activities as may be identified by CSR Committee.

Board Responsibilities on CSR:-

The Board of Jindal Aluminium Limited will be responsible for:

- ❖ approving the CSR policy as formulated by the CSR Committee
- ❖ ensuring that in each financial year the Company spends at least 2% of the average net profit excluding profits arising from overseas branches made during the three immediate preceding financial years.
- ❖ ensuring that every financial year funds committed by the Company for CSR activities are utilized effectively and regularly monitoring implementation.
- ❖ disclosing in its Annual Report the names of CSR Committee members, the content of the CSR policy and ensure annual reporting of its CSR activities on the Company website.

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- ❖ ensuring annual reporting of CSR policy to the Ministry of Corporate Affairs, Government of India, as per the prescribed format.

As per Section 135 the reasons for under spending of the allocated CSR budget shall be specified in the Board's Report. The surplus arising out of the CSR activities, if any, will not be considered as a part of the business profits of the company and will be carried over to the subsequent years.

Framework on Monitoring And Reporting:

Jindal Aluminium Limited's CSR Committee shall monitor the implementation of the CSR Policy through periodic reviews. The Committee will recommend CSR Programmes to the Board for its final approval. In compliance with the Act and to ensure funds spent on CSR programmes are creating the desired impact on the ground, a comprehensive Monitoring and Reporting framework will be put in place.

CSR Annual Action Plan

Financial Year 2021-22

A. CSR Activity Plan

Name of CSR Project	Activity under Schedule VII	Manner of Execution (Direct/ Through Implementing Agency)	Allocated Budget	Implementation Schedule	Modalities of utilization of funds in FY 21-22
Construction of School at Dabaspeth	promoting education	Direct	Rs. 5.30 Cr.	During the Financial Year	Constructing school building for imparting education

B. Monitoring and Reporting Mechanism: The CSR Committee of the company will monitor the project implementation on periodic basis.

C. Impact Assessment:- Not applicable.

VIGIL MECHANISM / WHISTLE BLOWER POLICY

Preamble:- As per the provisions of Section 177 of the Companies Act, 2013 our Company has establish a vigil mechanism for the directors and employees to report genuine concerns in such manner as may be prescribed.

The Company has adopted a Code of Conduct for Directors and Senior Management Personnel (“the Code”), which lays down the principles and standards that should govern the actions of the Directors and Senior Management Personnel.

Any actual or potential violation of the Code, howsoever insignificant or perceived as such, is a matter of serious concern for the Company. Such a vigil mechanism shall provide for adequate safeguards against victimization of persons who use such mechanism and also make provision for direct access to the chairperson of the Audit Committee in appropriate or exceptional cases.

Policy Objectives:- The Vigil (Whistle Blower) Mechanism aims to provide a channel to the Directors and employees to report genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Codes of Conduct or policy.

The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations and in order to maintain these standards, the Company encourages its employees who have genuine concerns about suspected misconduct to come forward and express these concerns without fear of punishment or unfair treatment.

Scope:- The Policy is an extension of the Code of Conduct for Directors & Senior Management Personnel and covers disclosure of any unethical and improper or malpractices and events which have taken place/ suspected to take place involving:

1. Breach of the Company’s Code of Conduct
2. Breach of Business Integrity and Ethics
3. Breach of terms and conditions of employment and rules thereof
4. Intentional Financial irregularities, including fraud, or suspected fraud
5. Deliberate violation of laws/regulations
6. Gross or Willful Negligence causing substantial and specific danger to health, safety and environment
7. Manipulation of company data/records
8. Pilferation of confidential/propriety information
9. Gross Wastage/misappropriation of Company funds/assets

Eligibility:- All Directors and Employees of the Company are eligible to make Protected Disclosures under the Policy in relation to matters concerning the Company.

Procedure:- All Protected Disclosures should be reported in writing by the complainant as soon as possible, not later than 30 days after the Whistle Blower becomes aware of the same and should either be typed or written in a legible handwriting in English.

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The Protected Disclosure should be submitted under a covering letter signed by the complainant in a closed and secured envelope and should be super scribed as “**Protected disclosure under the Whistle Blower policy**” or sent through email with the subject “**Protected disclosure under the Whistle Blower policy**”. If the complaint is not super scribed and closed as mentioned above, the protected disclosure will be dealt with as if a normal disclosure.
All Protected Disclosures should be addressed to the Vigil Mechanism Officer.

The Contact details are as under:-

Sh. Dhiraj Singh
(Wholetime Director)
jalsec@jindalaluminium.com
080-23715555

In order to protect the identity of the complainant, the Vigilance Officer will not issue any acknowledgement to the complainants and they are not advised neither to write their name / address on the envelope nor enter into any further correspondence with the Vigilance Officer.

Anonymous / Pseudonymous disclosure shall not be entertained by the Vigilance Officer.
On receipt of the protected disclosure the Vigilance Officer shall detach the covering letter bearing the identity of the Whistle Blower and process only the Protected Disclosure.

Investigation:- All Protected Disclosures under this policy will be recorded and thoroughly investigated. The Vigilance Officer will carry out an investigation either himself or by involving any other Officer of the Company/ Committee constituted for the same /an outside agency before referring the matter to the Audit Committee of the Company.

The Vigilance Committee, if deems fit, may call for further information or particulars from the complainant and at its discretion, consider involving any other/additional Officer of the Company and/or Committee and/ or an outside agency for the purpose of investigation.

The investigation by itself would not tantamount to an accusation and is to be treated as a neutral fact finding process.

Decision And Reporting:- If an investigation leads to a conclusion that an improper or unethical act has been committed, the Chairman of the Vigilance Committee shall recommend to the Board of Directors of the Company to take such disciplinary or corrective action as it may deem fit.

Any disciplinary or corrective action initiated against the Subject as a result of the findings of an investigation pursuant to this Policy shall adhere to the applicable personnel or staff conduct and disciplinary procedures.

A complainant who makes false allegations of unethical & improper practices or about alleged wrongful conduct of the Subject to the Vigilance Officer or the vigilance Committee shall be subject to appropriate disciplinary action in accordance with the rules, procedures and policies of the Company.

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Confidentiality:- The complainant, Vigilance Officer, Members of Vigilance Committee, the Subject and everybody involved in the process shall, maintain confidentiality of all matters under this Policy, discuss only to the extent or with those persons as required under this policy for completing the process of investigations and keep the papers in safe custody.

Protection:- No unfair treatment will be meted out to a Whistle Blower by virtue of his/ her having reported a Protected Disclosure under this policy. Adequate safeguards against victimisation of complainants shall be provided. The Company will take steps to minimize difficulties, which the Whistle Blower may experience as a result of making the Protected Disclosure.

The identity of the Whistle Blower shall be kept confidential to the extent possible and permitted under law. Any other employee assisting in the said investigation shall also be protected to the same extent as the Whistle Blower.

Disqualifications :- While it will be ensured that genuine Whistle Blowers are accorded complete protection from any kind of unfair treatment as herein set out, any abuse of this protection will warrant disciplinary action.

Protection under this Policy would not mean protection from disciplinary action arising out of false or bogus allegations made by a Whistle Blower knowing it to be false or bogus or with a mala fide intention.

Whistle Blowers, who make any Protected Disclosures, which have been subsequently found to be mala fide, frivolous or malicious, shall be liable to be prosecuted.

Access To Chairman Of The Vigilance Committee:- The Whistle Blower shall have right to access Chairman of the Audit Committee directly in exceptional cases and the Chairman of the Audit Committee is authorized to prescribe suitable directions in this regard.

Communication:- Directors and Employees shall be informed of the Policy by publishing on the the website of the Company.

Retention Of Documents:- All Protected disclosures in writing or documented along with the results of Investigation relating thereto, shall be retained by the Company for a period of 5 (five) years or such other period as specified by any other law in force, whichever is more

Amendment:- The Company reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever. However, no such amendment or modification will be binding on the Directors and employees unless the same is not communicated in the manner described as above

TERMS AND CONDITIONS OF APPOINTMENT OF INDEPENDENT DIRECTORS

The terms and conditions of appointment of Independent Directors are as follows:

1. Appointment: The terms and conditions of appointment of the Independent Directors are subject to the provisions of the Companies Act, 2013 and rules made thereunder. The appointment of Independent Directors shall be approved by the shareholders.

2. Role, duties and responsibilities: As members of the Board, they along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:

- Accountability under the Director's Responsibility Statement.
- They shall abide by the "Code For Independent Directors" as outlined in Schedule IV to Section 149(8) of the Act, and duties of directors as provided in the Act (including Section 166).
- To provide guidance in their area of expertise.
- To review the performance of non-independent directors and the Board as a whole

3. Separate Meeting:

1. The Independent Directors of the Company shall hold at least one meeting in a year, without the attendance of non-independent directors.

2. All the Independent Directors of the Company shall endeavor to present at the meeting.

4. Evaluation: The performance evaluation of independent directors shall be done by the entire Board of Directors.