



SIGACHI INDUSTRIES LIMITED

CIN : U24110TG1989PLC009497

AN EXCI PACT GMP, ISO 9001:2015 & FSSC 22000 CERTIFIED COMPANY



Date: **29th September, 2019**

To,
Mr. Lijo Stephen Chacko

Dear Sir,

Sub.: Appointment as an Independent Director of Sigachi Industries Limited (the "Company")

On behalf of the Board of Directors ("**Board**") of Sigachi Industries Limited (the "**Company**"), I take immense pleasure in confirming your appointment as an Independent Director of the Company, pursuant to the approval of your appointment by the Members of the Company in the 30th Annual General Meeting held on 28th September, 2019 and as approved by the Board at their meeting held on 10th July, 2019.

Your appointment and other terms and conditions are subject to Company policy, Articles of Association of the Company, the relevant and applicable provisions of the Companies Act, 2013 (the "**Act**") read with Schedule IV of the Act and Rules made thereunder.

This letter of appointment sets out the terms and conditions covering your appointment, which are as follows:

APPOINTMENT:

1. You have been appointed as an Independent Director on the Board of the Company with effect from 10th July, 2019 for a period of Two (02) consecutive years, unless otherwise terminated earlier, in terms of the provisions of Section 168 or Section 169 of the Act, as applicable.
2. In compliance with provisions of section 149(13) of the Act, the provisions of Section 152 (6) and (7) in respect of retirement of directors by rotation shall not be applicable to your directorship.
3. Notwithstanding other provisions of this letter, the appointment may be terminated in accordance with the provisions of the Articles of Association of the Company or on failure to meet the parameters of independence as defined in section 149(6) or on the occurrence of any event as defined under section 167 of the Act.
4. Upon termination or upon your resignation for any reason, which shall be duly intimated to the Company, you will not be entitled to any compensation for loss of your office. You will strictly abide by the Code for Independent Directors detailed in Schedule IV of the Act, which is enclosed to this letter as **Annexure A**.
5. As advised by the Board, during the tenure of office, you may be required to serve on one or more of the committees of the Board established by the Company. Upon your appointment to any one or more committees, you will be provided with the appropriate details and functions of the committee.
6. The Board expects you to dedicate sufficient time and attention towards the business affairs of the Company and participate actively / constructively in:
 - All meetings of the Board;
 - Committee(s) in which you are a member or Chairperson;

Registered Office:

229/1 & 90, 2nd Floor,
Kalyans Tulasiram Chambers,
Madinaguda, Hyderabad - 49,
Telangana State, India.
Email : mktg.gm@sigachi.com
Customer Service +91 40 40114874-76

Unit-1:

Plot No. 20-21
IDA Pasamailaram
Phase I, Sangareddy Dist.
Telangana State, India

Unit-2:

Plot No. Z-16, SEZ Unit
Dahej SEZ Part I
Bharuch Dist.
Gujarat, India

Unit-3:

Plot No. 763/2
Jhagadia GIDC
Bharuch Dist.
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- General meeting of the Company; and
 - Annual Meeting of the Independent Directors.
7. By accepting this appointment, you confirm that you are able to allocate sufficient time to meet the expectations from your role to the satisfaction of the Board.

ROLE:

8. In addition to the role specified under Schedule IV of the Act, you are expected to bring an independent judgement to the Board's discussions especially on the issues of strategy, performance, risk management resources, Key appointments and standards of conduct.
9. You are further expected to provide an objective view in the evaluation of performance of Board and Management and further scrutinize the performance of management in meeting agreed goals and objectives of the Company.

DUTIES:

10. You will adhere to the below mentioned duties as specified under Section 166 of the Act in addition to the duties mandated under Schedule IV of the Act:
- You shall act in accordance with the Company's Articles of Association of the Company, as may be amended from time to time.
 - You shall act in good faith in order to promote the objects of the Company for the benefit of its members as a whole, and in the best interest of the Company, its employees, shareholders, the community and for the protection of environment.
 - You shall discharge your duties with due and reasonable care, skill and diligence and shall exercise independent judgement.
 - You shall not involve yourself in a situation in which you may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the Company.
 - You shall not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners or associates and if found guilty of making any undue gain, you shall be liable to pay an amount equal to the gain if the Company.
 - You shall not assign your office as Director and any assignments so made shall be void.
11. In addition to the above, you shall abide by the Code of Conduct devised by the Company for the Board and Senior Management.

LIABILITY:

12. As an Independent Director of the Company you shall have the same responsibilities like any other director on the Board. However, you shall be held liable, in respect of such acts or omissions or commission of the Company, which had occurred with the knowledge, attributable through Board processes, and with your consent or convenience or where you had not acted diligently.

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FEES/ COMMISSION/ REIMBURSEMENT OF EXPENSES:

13. Subject to the provisions of the act and Articles of association of the company, you will be paid sitting fees of ₹ 30,000/- for attending every meeting of the Board as a director. Further, you will also be paid the applicable sitting fee for attending every meeting of the committees of the Board, in which you are nominated as a member. The sitting fee payable shall be amended by the Board from time to time as it may deem appropriate, subject to the overall ceiling as prescribed in the Act / rules as applicable at the time of amendment.

However, vide a letter dated 10th July, 2019, you waived your right to receive the aforementioned sitting fee.

14. The Company will, for the period of your appointment, reimburse you for travel, hotel and other incidental expenses incurred by you in the performance of your role and duties as an Independent Director of the Company.

15. In addition to the above, you shall also be paid remuneration by way of commission as may be approved by the Board and the Members of the Company, subject to the overall limit as prescribed in the Act / rules as applicable from time to time.

16. You will have no entitlement to participate in any employee stock option scheme operated by the Company. However, if law permits for issuance of such benefits to an independent director then the same will be considered by the Board for issuance.

17. During your tenure as an independent director, the Company may seek your professional advice / service if required on certain issues whenever appropriate, at the company's expense, subject to the same being within the prescribed limits under Section 149 of the Act.

OTHER COMPLIANCES

18. During the tenure as an Independent director of the Company, you will comply with all applicable and related provisions of the Act, and any other applicable law or regulation in force.

19. You are requested to maintain the limits of directorship / committee membership / and chairmanship as required under Section 165 of the Act read with the applicable rules made thereunder. Further, you shall inform the Company about the appointment / cessation of your Directorship / membership in any committee of the Board of any other company/entity in the requisite format.

20. After the first meeting of the Board in every financial year or whenever there is any change in circumstances which may affect your status as an independent director, you are required to give a declaration to that effect confirming that you meet the criteria of Independence (as required under section 149(6)/149(7) of the Act).

21. You are requested to furnish disclosure of interest to the Company as required under section 184 and 164(2) of the act as well as avoid any conflicts, in respect to the same.

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22. You shall be required to attend the annual meeting of independent directors without the attendance of non-independent directors and members of the management to:
- (a) review the performance of non-independent directors and the Board as a whole;
 - (b) review the performance of the Chairperson of the company, taking into account the views of executive directors and non-executive directors; and
 - (c) assess the quality, quantity and timeliness of flow of information between the Company's management and the Board that is necessary for the Board to effectively and reasonably perform their duties.
23. During your tenure with the Company in case you get disqualified as provided in Section 164(1) of the Act, you are requested to intimate the Company in the requisite format prescribed under Section 164(2) of the Act read with Rule 14(1) of the Companies (Appointment and Qualification of Directors) Rules, 2014.
24. You are also requested to ensure that during the continuance of your tenure as an Independent Director of the Company, the conditions as prescribed under Section 167 of the Act are not attracted resulting in vacation of your office.

SKILL DEVELOPMENT:

25. On an ongoing basis, the Company / HR department will make arrangements for you to develop and refresh your skills and knowledge in areas which we mutually identify as being likely to be required, or of benefit to you, in carrying out your duties effectively. You shall endeavor to make yourself available or any relevant training sessions which may be organised by the Company in this regard.

CONFIDENTIALITY

26. You acknowledge that all information acquired during your appointment is confidential to the Company and should not be released, communicated, nor disclosed either during your appointment or following termination (by whatever means) to third parties without prior clearance from the Chairman unless required by law.
27. Your attention is also drawn to the requirements under the applicable regulations and the Company's Insider Trading Code, which concern the disclosure of price sensitive information and dealing in the securities of the Company. Consequently, you should avoid making any statements or performing any transactions that might risk a breach of these requirements without prior clearance from the Chairman or the Company Secretary.
28. Upon termination of your appointment with the Company (for whatever cause), you shall deliver to the Company all documents, records, papers or other company property which may be in your possession or under your control, and which relate in any way to the business affairs of the company, you shall not retain any copies thereof.

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REVIEW PROCESS:

The Board will evaluate your performance as an independent director, as per the evaluation criteria laid down

1. by the nomination and remuneration committee of the Company. After due review of your performance, it shall be determined whether to extend or continue your term.

PUBLICATION OF LETTER OF APPOINTMENT

2. This letter and any non –contractual obligations arising out of or in connection with this letter are governed by, and shall be construed in accordance with, the laws of India.
3. In terms of Schedule IV of the Act, your letter of appointment will be displayed on the Company's website www.sigachi.com and the same shall be open for inspection at the registered office of the Company by any Member during nominal business hours.
4. Please confirm your agreement to the above terms and conditions by signing and returning to me the enclosed duplicate of this Letter.

Yours sincerely,

For **SIGACHI INDUSTRIES LIMITED**

Sd/-

Amit Raj Sinha

Managing Director & CEO

I have read and agreed to the above terms regarding my appointment as an Independent Director of Sigachi Industries Limited.

Sd/-

Lijo Stephen Chacko

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Date: **29th September, 2019**

To,
Ms. Kanika Singal

Dear Madam,

Sub.: Appointment as an Independent Director of Sigachi Industries Limited (the "Company")

On behalf of the Board of Directors ("Board") of Sigachi Industries Limited (the "Company"), I take immense pleasure in confirming your appointment as an Independent Director of the Company, pursuant to the approval of your appointment by the Members of the Company in the 30th Annual General Meeting held on 28th September, 2019 and as approved by the Board at their meeting held on 10th July, 2019.

Your appointment and other terms and conditions are subject to Company policy, Articles of Association of the Company, the relevant and applicable provisions of the Companies Act, 2013 (the "Act") read with Schedule IV of the Act and Rules made thereunder.

This letter of appointment sets out the terms and conditions covering your appointment, which are as follows:

APPOINTMENT:

1. You have been appointed as an Independent Director on the Board of the Company with effect from 10th July, 2019 for a period of Two (02) consecutive years, unless otherwise terminated earlier, in terms of the provisions of Section 168 or Section 169 of the Act, as applicable.
2. In compliance with provisions of section 149(13) of the Act, the provisions of Section 152 (6) and (7) in respect of retirement of directors by rotation shall not be applicable to your directorship.
3. Notwithstanding other provisions of this letter, the appointment may be terminated in accordance with the provisions of the Articles of Association of the Company or on failure to meet the parameters of independence as defined in section 149(6) or on the occurrence of any event as defined under section 167 of the Act.
4. Upon termination or upon your resignation for any reason, which shall be duly intimated to the Company, you will not be entitled to any compensation for loss of your office. You will strictly abide by the Code for Independent Directors detailed in Schedule IV of the Act, which is enclosed to this letter as **Annexure A.**
5. As advised by the Board, during the tenure of office, you may be required to serve on one or more of the committees of the Board established by the Company. Upon your appointment to any one or more committees, you will be provided with the appropriate details and functions of the committee.
6. The Board expects you to dedicate sufficient time and attention towards the business affairs of the Company and participate actively / constructively in:
 - All meetings of the Board;
 - Committee(s) in which you are a member or Chairperson;

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- General meeting of the Company; and
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7. By accepting this appointment, you confirm that you are able to allocate sufficient time to meet the expectations from your role to the satisfaction of the Board.

ROLE:

8. In addition to the role specified under Schedule IV of the Act, you are expected to bring an independent judgement to the Board's discussions especially on the issues of strategy, performance, risk management resources, Key appointments and standards of conduct.
9. You are further expected to provide an objective view in the evaluation of performance of Board and Management and further scrutinize the performance of management in meeting agreed goals and objectives of the Company.

DUTIES:

10. You will adhere to the below mentioned duties as specified under Section 166 of the Act in addition to the duties mandated under Schedule IV of the Act:
- vii. You shall act in accordance with the Company's Articles of Association of the Company, as may be amended from time to time.
 - viii. You shall act in good faith in order to promote the objects of the Company for the benefit of its members as a whole, and in the best interest of the Company, its employees, shareholders, the community and for the protection of environment.
 - ix. You shall discharge your duties with due and reasonable care, skill and diligence and shall exercise independent judgement.
 - x. You shall not involve yourself in a situation in which you may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the Company.
 - xi. You shall not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners or associates and if found guilty of making any undue gain, you shall be liable to pay an amount equal to the gain if the Company.
 - xii. You shall not assign your office as Director and any assignments so made shall be void.
11. In addition to the above, you shall abide by the Code of Conduct devised by the Company for the Board and Senior Management.

LIABILITY:

12. As an Independent Director of the Company you shall have the same responsibilities like any other director on the Board. However, you shall be held liable, in respect of such acts or omissions or commission of the Company, which had occurred with the knowledge, attributable through Board processes, and with your consent or convenience or where you had not acted diligently.

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FEES/ COMMISSION/ REIMBURSEMENT OF EXPENSES:

13. Subject to the provisions of the act and Articles of association of the company, you will be paid sitting fees of ₹ 30,000/- for attending every meeting of the Board as a director. Further, you will also be paid the applicable sitting fee for attending every meeting of the committees of the Board, in which you are nominated as a member. The sitting fee payable shall be amended by the Board from time to time as it may deem appropriate, subject to the overall ceiling as prescribed in the Act / rules as applicable at the time of amendment
14. The Company will, for the period of your appointment, reimburse you for travel, hotel and other incidental expenses incurred by you in the performance of your role and duties as an Independent Director of the Company.
15. In addition to the above, you shall also be paid remuneration by way of commission as may be approved by the Board and the Members of the Company, subject to the overall limit as prescribed in the Act / rules as applicable from time to time.
16. You will have no entitlement to participate in any employee stock option scheme operated by the Company. However, if law permits for issuance of such benefits to an independent director then the same will be considered by the Board for issuance.
17. During your tenure as an independent director, the Company may seek your professional advice / service if required on certain issues whenever appropriate, at the company's expense, subject to the same being within the prescribed limits under Section 149 of the Act.

OTHER COMPLIANCES

18. During the tenure as an Independent director of the Company, you will comply with all applicable and related provisions of the Act, and any other applicable law or regulation in force.
19. You are requested to maintain the limits of directorship / committee membership / and chairmanship as required under Section 165 of the Act read with the applicable rules made thereunder. Further, you shall inform the Company about the appointment / cessation of your Directorship / membership in any committee of the Board of any other company/entity in the requisite format.
20. After the first meeting of the Board in every financial year or whenever there is any change in circumstances which may affect your status as an independent director, you are required to give a declaration to that effect confirming that you meet the criteria of Independence (as required under section 149(6)/149(7) of the Act).
21. You are requested to furnish disclosure of interest to the Company as required under section 184 and 164(2) of the act as well as avoid any conflicts, in respect to the same.
22. You shall be required to attend the annual meeting of independent directors without the attendance of non-independent directors and members of the management to:

(d) review the performance of non-independent directors and the Board as a whole;

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- (e) review the performance of the Chairperson of the company, taking into account the views of executive directors and non-executive directors; and
 - (f) assess the quality, quantity and timeliness of flow of information between the Company's management and the Board that is necessary for the Board to effectively and reasonably perform their duties.
23. During your tenure with the Company in case you get disqualified as provided in Section 164(1) of the Act, you are requested to intimate the Company in the requisite format prescribed under Section 164(2) of the Act read with Rule 14(1) of the Companies (Appointment and Qualification of Directors) Rules, 2014.
24. You are also requested to ensure that during the continuance of your tenure as an Independent Director of the Company, the conditions as prescribed under Section 167 of the Act are not attracted resulting in vacation of your office.

SKILL DEVELOPMENT:

25. On an ongoing basis, the Company / HR department will make arrangements for you to develop and refresh your skills and knowledge in areas which we mutually identify as being likely to be required, or of benefit to you, in carrying out your duties effectively. You shall endeavor to make yourself available or any relevant training sessions which may be organised by the Company in this regard.

CONFIDENTIALITY

26. You acknowledge that all information acquired during your appointment is confidential to the Company and should not be released, communicated, nor disclosed either during your appointment or following termination (by whatever means) to third parties without prior clearance from the Chairman unless required by law.
27. Your attention is also drawn to the requirements under the applicable regulations and the Company's Insider Trading Code, which concern the disclosure of price sensitive information and dealing in the securities of the Company. Consequently, you should avoid making any statements or performing any transactions that might risk a breach of these requirements without prior clearance from the Chairman or the Company Secretary.
28. Upon termination of your appointment with the Company (for whatever cause), you shall deliver to the Company all documents, records, papers or other company property which may be in your possession or under your control, and which relate in any way to the business affairs of the company, you shall not retain any copies thereof.

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5. by the nomination and remuneration committee of the Company. After due review of your performance, it shall be determined whether to extend or continue your term.

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7. In terms of Schedule IV of the Act, your letter of appointment will be displayed on the Company's website www.sigachi.com and the same shall be open for inspection at the registered office of the Company by any Member during nominal business hours.
8. Please confirm your agreement to the above terms and conditions by signing and returning to me the enclosed duplicate of this Letter.

Yours sincerely,

For **SIGACHI INDUSTRIES LIMITED**

Sd/-

Amit Raj Sinha

Managing Director & CEO

I have read and agreed to the above terms regarding my appointment as an Independent Director of Sigachi Industries Limited.

Sd/-

Kanika Singal

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ANNEXURE A

Schedule IV

[Please refer to Section 149(8) of the Companies Act, 2013]

CODE FOR INDEPENDENT DIRECTORS

The Code is a guide to professional conduct for independent directors. Adherence to these standards by independent directors and fulfilment of their responsibilities in a professional and faithful manner will promote confidence of the investment community, particularly minority shareholders, regulators and companies in the institution of independent directors.

I. Guidelines of professional conduct:

An independent director shall:

1. uphold ethical standards of integrity and probity;
2. act objectively and constructively while exercising his duties;
3. exercise his responsibilities in a bona fide manner in the interest of the company;
4. devote sufficient time and attention to his professional obligations for informed and balanced decision making;
5. not allow any extraneous considerations that will vitiate his exercise of objective independent judgment in the paramount interest of the company as a whole, while concurring in or dissenting from the collective judgment of the Board in its decision making;
6. not abuse his position to the detriment of the company or its shareholders or for the purpose of gaining direct or indirect personal advantage or advantage for any associated person;
7. refrain from any action that would lead to loss of his independence;
8. where circumstances arise which make an independent director lose his independence, the independent director must immediately inform the Board accordingly; assist the company in implementing the best corporate governance practices.
9. assist the company in implementing the best corporate governance practices.

II. Role and functions:

The independent directors shall:

1. help in bringing an independent judgment to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standards of conduct;
2. bring an objective view in the evaluation of the performance of Board and management;
3. scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;
4. satisfy themselves on the integrity of financial information and that financial controls and the systems of risk management are robust and defensible;
5. safeguard the interests of all stakeholders, particularly the minority shareholders;
6. balance the conflicting interest of the stakeholders;
7. determine appropriate levels of remuneration of executive directors, key managerial personnel and senior management and have a prime role in appointing and where necessary recommend removal of

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executive directors, key managerial personnel and senior management; and

8. moderate and arbitrate in the interest of the company as a whole, in situations of conflict between management and shareholder's interest.

III. Duties:

The independent directors shall—

1. undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company;
2. seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice and opinion of outside experts at the expense of the company;
3. strive to attend all meetings of the Board of Directors and of the Board committees of which he is a member;
4. participate constructively and actively in the committees of the Board in which they are chairpersons or members;
5. strive to attend the general meetings of the company;
6. where they have concerns about the running of the company or a proposed action, ensure that these are addressed by the Board and, to the extent that they are not resolved, insist that their concerns are recorded in the minutes of the Board meeting;
7. keep themselves well informed about the company and the external environment in which it operates;
8. not to unfairly obstruct the functioning of an otherwise proper Board or committee of the Board;
9. pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure themselves that the same are in the interest of the company;
10. ascertain and ensure that the company has an adequate and functional vigil mechanism and to ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use;
11. report concerns about unethical behaviour, actual or suspected fraud or violation of the company's code of conduct or ethics policy;
12. acting within his authority, assist in protecting the legitimate interests of the company, shareholders and its employees; and
13. not disclose confidential information, including commercial secrets, technologies, advertising and sales promotion plans, unpublished price sensitive information, unless such disclosure is expressly approved by the Board or required by law.

IV. Manner of appointment:

1. Appointment process of independent directors shall be independent of the company management; while selecting independent directors the Board shall ensure that there is appropriate balance of skills, experience and knowledge in the Board so as to enable the Board to discharge its functions and duties effectively.
2. The appointment of independent director(s) of the company shall be approved at the meeting of the shareholders.
3. The explanatory statement attached to the notice of the meeting for approving the appointment of independent director shall include a statement that in the opinion of the Board, the independent director proposed to be appointed fulfils the conditions specified in the Act and the rules made thereunder and that the proposed director is independent of the management.

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Customer Service +91 40 40114874-76

Unit-1:

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IDA Pasamailaram
Phase I, Sangareddy Dist.
Telangana State, India

Unit-2:

Plot No. Z-16, SEZ Unit
Dahej SEZ Part I
Bharuch Dist.
Gujarat, India

Unit-3:

Plot No. 763/2
Jhagadia GIDC
Bharuch Dist,
Gujarat, India



SIGACHI INDUSTRIES LIMITED

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4. The appointment of independent directors shall be formalised through a letter of appointment, which shall set out :
 - (a) the term of appointment;
 - (b) the expectation of the Board from the appointed director; the Board-level committee(s) in which the director is expected to serve and its tasks;
 - (c) the fiduciary duties that come with such an appointment along with accompanying liabilities;
 - (d) provision for Directors and Officers (D and O) insurance, if any;
 - (e) the Code of Business Ethics that the company expects its directors and employees to follow;
 - (f) the list of actions that a director should not do while functioning as such in the company; and
 - (g) the remuneration, mentioning periodic fees, reimbursement of expenses for participation in the Boards and other meetings and profit related commission, if any.
5. The terms and conditions of appointment of independent directors shall be open for inspection at the registered office of the company by any member during normal business hours.
6. The terms and conditions of appointment of independent directors shall also be posted on the company's website

V. Re- appointment:

The re-appointment of independent director shall be on the basis of report of performance evaluation.

VI. Resignation or removal:

1. The resignation or removal of an independent director shall be in the same manner as is provided in sections 168 and 169 of the Act.
2. An independent director who resigns or is removed from the Board of the company shall be replaced by a new independent director within a period of not more than one hundred and eighty days from the date of such resignation or removal, as the case may be.
3. Where the company fulfils the requirement of independent directors in its Board even without filling the vacancy created by such resignation or removal, as the case may be, the requirement of replacement by a new independent director shall not apply.

VII. Separate meetings:

1. The independent directors of the company shall hold at least one meeting in a year, without the attendance of non-independent directors and members of management;
2. All the independent directors of the company shall strive to be present at such meeting; and
3. The meeting shall:
 - (a) review the performance of non-independent directors and the Board as a whole;
 - (b) review the performance of the Chairperson of the company, taking into account the views of executive directors and non-executive directors; and
 - (c) assess the quality, quantity and timeliness of flow of information between the company management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

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VIII. Evaluation mechanism:

1. The performance evaluation of independent directors shall be done by the entire Board of Directors, excluding the director being evaluated.
2. On the basis of the report of performance evaluation, it shall be determined whether to extend or continue the term of appointment of the Independent Director.

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