

Particulars pursuant to section 197(12) of the Companies Act, 2013 and relevant Rules					
a	the ratio of the remuneration of each director* to the median remuneration of the employees of the company for the financial year		Shri Hemant Kumar Ruia, Chairman & Managing Director - 12:1		
b	the percentage increase in remuneration of each director, Chief Financial Officer, Chief Executive Officer, Company Secretary or Manager, if any, in the financial year		MD : Nil CFO : 7.5% CS : 15%		
c	the percentage increase in the median remuneration of employees in the financial year;		10%		
d	the number of permanent employees on the rolls of company		159		
e	the explanation on the relationship between average increase in remuneration and company performance;		The Company's philosophy is based on the principle of Pay for Performance while maintaining internal and external parity. The Profit after Tax has increased as compared to previous year and accordingly increments in the remuneration was done. Since appointment of MD is on contractual basis, fixed remuneration is being paid as approved at the commencement of the term.		
*Except Shri Hemant Kumar Ruia all other Directors are Non Executive and Independent Directors and no remuneration except sitting fees is paid.					
f	Comparison of the remuneration of the Key Managerial Personnel against the performance of the company				
Aggregate remuneration of Key Managerial Personnel (KMP) in FY 2014-15 (Rs. In Lacs)			73.49		
Revenue (Rs. In Lacs)			29,983.81		
Remuneration of KMPs (as % of revenue)			0.25		
Profit before Tax (PBT) (Rs. In Lacs)			1,151.32		
Remuneration of KMPs (as % of PBT)			6.38		
g(i)	variations in the market capitalisation of the company, price earnings ratio as at the closing date of the current financial year and previous financial year				
	Date	Market capitalization (Closing Market Price per share)	EPS	PE Ratio	
	31.03.2014	210176400	1.83	4.17	
	31.03.2015	844557000	2.79	11.00	
	Increase/ (Decrease)	634380600	0.96	6.83	
	%of Increase / (Decrease)	301.83	52.46	163.86	
g(ii)	percentage increase over decrease in the market quotations of the shares of the company in comparison to the rate at which the company came out with the last public offer in case of listed companies, and in case of unlisted companies, the variations in the net worth of the company as at the close of the current financial year and previous financial year;				
	Particulars	31st March 2015 (Amount in Rs)	Issue price at last IPO (Amount in	% Change	
	Market Price (Rs.)*	30.7	2	1535	
*The Public issue of shares was in the year 1975 at a FV of Rs. 10/- per share. Face value of share was sub-divided to Rs. 2 from Rs. 10 on 2nd March 2015.					
h	average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration;		No significant variation in percentile increase		
i	comparison of the each remuneration of the Key Managerial Personnel against the performance of the company;				
	Particulars	Shri Hemant Kumar Ruia, Chairman & Managing Director	Shri Ajay Puranik, Sr. VP (Corp Affairs) & Company Secretary	Shri Pramod Sharma, Chief Financial Officer	
	Remuneration in FY-2014-15	39.43	21.49	12.57	
	Remuneration as % of Revenue	0.13	0.07	0.04	
	Remuneration as % of PBT	3.42	1.87	1.09	
j	the key parameters for any variable component of remuneration availed by the directors		Except for the Managing Director Shri Hemant Kumar Ruia, No Directors have been paid any remuneration as only nominal Sitting Fees are paid to them.		
k	the ratio of the remuneration of the highest paid director to that of the employees who are not directors but receive remuneration in excess of the highest paid director during the year.		The highest paid Director is the Managing Director. No employee has received remuneration in excess of the Managing Director during the year.		
l	affirmation that the remuneration is as per the remuneration policy of the company.		It is affirmed that the remuneration paid is as per the Remuneration Policy for Directors, Key Managerial Personnel and other employees adopted by the Company.		