



INDIAN PHOSPHATE LIMITED

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Date: - 01st January 2021

Compensation Policy

Purpose

The purpose of this Compensation Policy is to ensure that fair, competitive, and equitable compensation practices are being adopted within Indian Phosphate Limited. This policy aims to attract, retain and motivate talented workforce while ensuring compliance with all relevant laws and regulations.

Compensation Philosophy

We believe in rewarding employees fairly and competitively for their contributions. Our compensation philosophy is based on the following principles:

- Market Competitiveness:** We strive to offer compensation packages that are competitive within our industry and geographic location to attract and retain top talent.
- Meritocracy:** Compensation increases will be tied to individual performance, skills, and contributions to the organization's success.
- Equity:** We are committed to ensuring that compensation is fair and equitable, regardless of gender, race age, or other protected characteristics.
- Transparency:** We do communicate compensation policies, practices, and opportunities for growth openly and honestly with employees.
- Compliance:** We do adhere to all relevant federal, state and local laws regarding compensation, including minimum wage, overtime, and equal pay regulations.



Components of Compensation

1. Base Salary

- Base salary is being determined based on job roles, market data and individual qualifications.
- Salary ranges is regularly reviewed and adjusted to remain competitive in the job market.
- Annual performance appraisal system is in place to determine salary increases, with consideration for individual performance and market conditions.

2. Benefits

- Conveyance and mobile reimbursement facility is given to employees.
- Travelling allowances and dearness allowance facility is given to employees.

4. Recognition and Awards

- We recognize and reward outstanding performance and contributions through recognition and other non-monetary benefits.

Performance Management

- Performance evaluations will be conducted annually to assess individual performance and determine compensation adjustments.
- Managers and employees will collaborate to set performance goals and expectations for the upcoming year.
- Performance evaluations may include peer feedback and self-assessments.

Market Analysis

- Indian Phosphate Limited will regularly conduct market analyses to ensure that compensation packages remain competitive within the industry.

For INDIAN PHOSPHATE LIMITED


DIRECTOR



Salary Administration

- Compensation decisions will be based on objective criteria, including performance, skills, experience, and market data.
- Decisions related to salary adjustments and promotions will be made fairly and without discrimination.

Communication

- Indian Phosphate Limited is providing employees with clear and transparent information regarding their compensation packages, including how they are structured.

Compliance

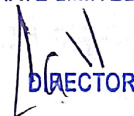
- Indian Phosphate Limited is committed to comply with all federal, state, and local laws and regulations related to compensation.

Conclusion

This Compensation Policy reflects Indian Phosphate Limited 's commitment to fair, competitive, and equitable compensation practices. It is designed to support our mission, attract and retain top talent, and ensure that employees are rewarded for their contributions to our organization's success.

Indian Phosphate Limited reserves the right to modify or amend this policy at its discretion.

For INDIAN PHOSPHATE LIMITED


DIRECTOR