



AGRO PHOS (INDIA) LIMITED

CIN: L24123MP2002PLC015285

TERMS AND CONDITIONS OF APPOINTMENT OF THE INDEPENDENT DIRECTORS

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The terms and conditions of appointment of independent directors of Agro Phos (India) Limited are subject to the applicable provisions of the companies act, 2013 (“the Act”) and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, the articles of association of the company, code of conduct for board of directors and its code of conduct for prevention of insider trading.

The major terms and conditions of appointment of the above Independent Directors are as under:

1. TERM OF APPOINTMENT:

The appointment of Independent Directors are for a period of 5 (five) years from the date of their respective appointment. The Independent Directors are not liable to retire by rotation. Re-appointment at the end of their tenure shall be considered by the Board of Directors (“the Board”) based on the recommendation of the Nomination and Remuneration Committee and the performance evaluation process, subject to the Directors continuing to meet the independence criteria.

The Independent Directors may be nominated to be a Member or Chairman of any one or more committees of Board.

2. ROLE, FUNCTIONS AND DUTIES:

The role, functions and duties of the Independent Directors shall be in accordance with the provisions of Schedule IV (Code for Independent Directors) to the Act, which inter alia includes:

- As members of the Board, the Independent Directors along with other Directors will be collectively responsible for meeting the objectives of the Board, viz.,
 - Requirements under the Act and Rules framed thereunder.
 - Responsibilities of the Board in relation to Corporate Governance as outlined in SEBI(Listing Obligations And Disclosure Requirements) Regulations, 2015and Company’s Code for Independent Directors
 - Accountability under Directors’ Responsibility Statement which forms part of the Board’s Report to the shareholders.
 - Review of Companies business strategy, financial plan and monitor the performance of the Company.
 - Safeguarding the interest of all stakeholders.
 - Advice and counsel the management in the respective area of expertise.

3. REMUNERATION:

The Independent Directors shall be paid sitting fees for attending the meetings of the Board and the Committees of which they are members. The sitting fees payable shall be determined by the Board from time to time.

In addition to the sitting fees, the Independent Directors may also be paid a Commission, as may be determined by the Board, as recommended by the Nomination and Remuneration Committee after considering the performance of the Company and the performance and contribution of the Directors, as evaluated by the Board.

Further, the Company may reimburse the Independent Directors such expenditure, as may be incurred by them while performing their role as an Independent Director of the Company.

4. TRAINING AND DEVELOPMENT:

The Company would provide necessary support to Independent Directors in updating their skills and knowledge with respect to the Fertilizing industry and to improve their familiarity with the Company and its business. The Company may, if required, will conduct formal training program for its Independent Directors.

5. PERFORMANCE APPRAISAL / EVALUATION PROCESS:

As members of the Board, the performance of the Independent Directors as well as the performance of the entire Board and its Committees will be evaluated annually. Evaluation of each Director shall be done by all the other Directors. The actual evaluation process shall remain confidential and shall be a constructive mechanism to improve the effectiveness of the Board / Committees.

6. DISCLOSURES:

During the tenure of their directorship, the Independent Directors shall notify promptly the Company of any change in their directorships and shall provide all disclosures and information as may be required under the applicable laws. They shall also upon becoming aware of any potential conflict of interest with their position as Independent Directors of the Company, promptly disclose the same to the Chairman of the Board or the Company Secretary.

7. DISENGAGEMENT:

The Independent Directors may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. The resignation shall take effect from the date on which the notice is received by the Company or the date, if any, specified by them in the notice, as the case may be.

The directorship of Independent Directors on the Board shall cease in accordance with the provisions of the Companies Act, 2013 or other applicable laws. The Company may disengage the Independent Directors prior to completion of their terms (subject to compliance of relevant provisions of the Act) upon:

- their violating any of the provisos of the Company's Code of Conduct applicable to the Independent Director.
- the Independent Directors failing to meet the criteria for independence as envisaged in Section 149(6) of the Act and, SEBI (Listing Obligations And Disclosure Requirements) Regulations, 2015 as amended from time to time.