



# सागरमाला डेवलपमेंट कंपनी लिमिटेड

(भारत सरकार का उपक्रम)

## Sagarmala Development Company Limited

(A Government of India Enterprise)

CIN No: U74999DL2016GOI305194

Registered Office: 1<sup>st</sup> Floor, 124, Thapar House, Gate No. 2,  
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### POLICY RELATING TO REMUNERATION OF DIRECTORS, KEY MANAGERIAL PERSONAL (KMP) AND OTHER EMPLOYEES UNDER THE PROVISIONS OF COMPANIES ACT, 2013

Sagarmala Development Company Limited (SDCL) a Central public sector enterprises (CPSE) under the Ministry of Ports, Shipping & Waterways, Government of India.

#### 1. INTRODUCTION:

This Policy deals with remuneration of directors, Key Managerial Personal (KMP) and other regular employees of Sagarmala Development Company Limited.

#### 2. POLICY:

##### a) Remuneration of employees

Sagarmala Development Company Limited (SDCL) is a Government Company within the meaning of Section 2 (45) of the Companies Act, 2013. SDCL being a Central public sector enterprises (CPSE) and operating under Ministry of Ports, Shipping and Waterways, the remuneration, and other benefits of the employees of the Company are fixed/decided by the Department of Public Enterprises (DPE) and as per the HR Policy of the Company.

##### b) Remuneration of Whole Time Directors.

The salary and/or allowances of the Managing Directors and Whole Time Directors are decided by the administrative ministry i.e., Ministry of Ports, Shipping and Waterways (MoPSW).

##### c) Remuneration of Independent Directors

Independent Directors are appointed by the administrative ministry i.e., Ministry of Ports, Shipping and Waterways (MoPSW). The remuneration to Independent

Directors is paid by way of sitting fee for attending Board of Directors meeting and Committees meetings thereof. The sitting fee is being paid to Independent Directors within the ceiling limit prescribed under Section 197 (5) read with Rule 4 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

**d) Remuneration of Government Directors**

No remuneration either by way of salary/allowances or sitting fee is paid to a Government Director representing Ministry of Ports, Shipping and Waterways (MoPSW).

**e) Remuneration of other KMP**

The salary and/or perks & allowances of other KMP's are paid as per the Scale of Pay and as per the HR Policy of the SDCL.

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