

# EMPEE SUGARS AND CHEMICALS LIMITED

CIN : L24110AP1988PLC009291

Regd. Office: Ayyapareddipalem, Naidupet Mandal, Nellore District, Andhra Pradesh.

Corporate Office : Empee Tower, No.59, Harris Road, Pudupet, Chennai – 600 002.

Phone : 44-2853 1111

Mr.R. Rangachari  
B-1, VRIDHI, NEW No.45  
First Main Road  
Raja Annamalaipuram  
Chennai 600028.

Dear Sir,

## LETTER OF APPOINTMENT FOR INDEPENDENT DIRECTORS

We confirm our decision to appoint you on the Board of Directors of Empee Sugars and Chemicals Limited (hereinafter referred to as ESCL or the Company) with effect from 09.5.2016. This letter of appointment sets out the terms and conditions covering your appointment which are as follows:

### 1. Appointment

1.1 You will be appointed as a Non-Executive Independent Director on the Board of Directors of ESCL with effect from 09.5.2016. Your appointment is also subject to the maximum permissible Directorships that one can hold as per the provisions of the Companies Act, 2013 and the SEBI (LODR) Regulations, and the Company hereby satisfies to this provision.

1.2 The term Independent Director should be construed as defined under the Companies Act, 2013 and the listing agreement.

1.3 The Company has adopted the provisions with respect to appointment and tenure of Independent Directors which is consistent with the Companies Act, 2013 and the SEBI (LODR) Regulations. Accordingly, the Independent Directors will serve for not more than two terms of five years each on the Board of the Company. The Company is at liberty to disengage Non Executive Independent Director earlier subject to compliance of relevant provisions of Companies Act, 2013.

### 2. Committees

The Board of Directors (the Board) may, if it deems fit, invite you for being appointed on one or more existing Board Committees or any such Committee that is set up in the future.

Your appointment on such Committee(s) will be subject to the applicable regulations, and your acceptance.

### 3. Time Commitment

3.1 As a Non-Executive Director you are expected to bring objectivity and independence of view to the Board's discussions and to help provide the Board with effective leadership in relation to the Company's strategy, performance, and risk management as well as ensuring high standards of financial probity and corporate governance. You are expected to attend Board, Board Committees to which you may be appointed and Shareholders meetings and to devote such time to your duties, as appropriate for you to discharge your duties effectively. Ordinarily, all meetings are held in Chennai.

# EMPEE SUGARS AND CHEMICALS LIMITED

CIN : L24110AP1988PLC009291

Regd. Office: Ayyapareddipalem, Naidupet Mandal, Nellore District, Andhra Pradesh.

Corporate Office : Empee Tower, No.59, Harris Road, Pudupet, Chennai – 600 002.

Phone : 44-2853 1111

3.2 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.

## 4. Role and Duties

Your role and duties will be those normally required of a Non-Executive Independent Director under the Companies Act, 2013 and the SEBI (LODR) Regulations. There are certain duties prescribed for all Directors, both Executive and Non-Executive, which are fiduciary in nature and are as under:

I. You shall act in accordance with the Company's Articles of Association.

II. 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.

III. You shall discharge your duties with due and reasonable care, skill and diligence.

IV. 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.

V. You shall not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners or associates.

VI. You shall not assign your office as Director and any assignments so made shall be void.

In addition to the above requirements applicable to all Directors, the role of the Non-Executive Director has the following key elements:

**Strategy:** Non-Executive Independent Directors should constructively challenge and help develop proposals on strategy;

**Performance:** Non-Executive Independent Directors should scrutinize the performance of management in meeting agreed goals and objectives;

**Risk:** Non-Executive Independent Directors should satisfy themselves on the integrity of financial information and that financial controls and systems of risk management are robust and defensible;

**People:** Non-Executive Independent Directors are responsible for determining appropriate levels of remuneration of Executive Directors and have a prime role in appointing, assist and where necessary, removing Executive Directors and in succession planning;

**Reporting:** Non-Executive Independent Directors take responsibility for the processes for accurately reporting on performance and the financial position of ESCL; and

**Compliance:** Non-Executive Independent Directors should keep governance and compliance with the applicable legislation and regulations under review and the conformity of ESCL practices to accepted norms.

# EMPEE SUGARS AND CHEMICALS LIMITED

CIN : L24110AP1988PLC009291

Regd. Office: Ayyapareddipalem, Naidupet Mandal, Nellore District, Andhra Pradesh.

Corporate Office : Empee Tower, No.59, Harris Road, Pudupet, Chennai – 600 002.

Phone : 44-2853 1111

## 5. Status of Appointment

5.1 You will not be an employee of the Company and this letter shall not constitute a contract of employment. You will be paid such remuneration by way of sitting fees for meetings of the Board and its Committees as may be decided by the Board and approved by the Shareholders from time to time. Further, you may be paid any remuneration if required as may be approved by the Board and the Shareholders from time to time.

5.2 The sitting fees presently paid to the Non-Executive Independent Director is Rs.5,000/- per meeting of the Board and Rs.2,000/- per meeting of Committee thereof.

## 6. Reimbursement of Expenses

In addition to the remuneration described in paragraph 5 the Company will, for the period of your appointment, will arrange for your travel and hotel bookings which are related to attending of Board and Committee Meetings.

## 7. Conflict of Interest

7.1 It is accepted and acknowledged that you may have business interests excepting ESCL. As a condition to your appointment, you are required to declare any such directorships, appointments and interests to the Board in writing in the prescribed form at the time of your appointment.

7.2 In the event that your circumstances seem likely to change and might give rise to a conflict of interest or, when applicable, circumstances that might lead the Board to revise its judgement that you are independent, this should be disclosed to the Board.

## 8. Confidentiality

All information acquired during your appointment is confidential to ESCL and should not be disclosed, either during your appointment or following termination (by whatever means) to third parties without prior clearance from the Chairman unless required by law or by the rules of any stock exchange or regulatory body. On reasonable request, you shall surrender any documents and other materials made available to you by ESCL. Consequently you should avoid making any statements or performing any transactions that might risk a breach of these requirements without prior clearance from the Board or the Company Secretary.

## 9. Evaluation

The Company has adopted a policy on Board Evaluation. The policy provides for evaluation of the Board, the Committees of the Board and individual Directors, including the Chairman of the Board. As per the Policy, the Company will carry out an evaluation of the performance of the Board as a whole, Board Committees and Directors on an annual basis.

Your appointment and re appointment on the Board shall subject to the outcome of the yearly evaluation process.

# EMPEE SUGARS AND CHEMICALS LIMITED

CIN : L24110AP1988PLC009291

Regd. Office: Ayyapareddipalem, Naidupet Mandal, Nellore District, Andhra Pradesh.

Corporate Office : Empee Tower, No.59, Harris Road, Pudupet, Chennai – 600 002.

Phone : 44-2853 1111

## 10. Disclosure of Interest

The Company must include in its Annual Accounts a note of any material interest that a Director may have in any transaction or arrangement that the Company has entered into.

Such interest should be disclosed no later than when the transaction or arrangement comes up at a Board meeting so that the Board may record your interest appropriately in the Minutes. A general notice that you are interested in any contracts with a particular person, firm or company is required to be furnished as and when required.

## 11. Termination

a. You may resign from your position at any time and should you wish to do so, you are requested to serve a reasonable written notice on the Board.

b. Continuation of your appointment is contingent on your getting re-elected by the shareholders in accordance with provisions of Companies Act, 2013 and the Articles of Association of the Company, from time to time in force. You will not be entitled to compensation if the shareholders do not re-elect you at any time.

c. Your appointment may also be terminated in accordance with the provisions of the Companies Act, 2013 and provisions of Articles of Association of the Company from time to time in force.

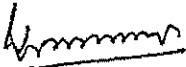
## 12. Governing Law

This agreement is governed by and will be interpreted in accordance with Indian law and your engagement shall be subject to the jurisdiction of the Indian courts.

In acceptance of your appointment as a non executive Independent Director of ESCL, kindly sign and return to us the duplicate copy of this letter.

Yours faithfully

For Empee Sugars and Chemicals Ltd



M.P.Purushothaman  
Chairman & Managing Director

# EMPEE SUGARS AND CHEMICALS LIMITED

CIN : L24110AP1988PLC009291

Regd. Office: Ayyapareddipalem, Naidupet Mandal, Nellore District, Andhra Pradesh.

Corporate Office : Empee Tower, No.59, Harris Road, Pudupet, Chennai – 600 002.

Phone : 44-2853 1111

Mr.Suresh Raj Madhok  
Palm Terrace,  
No.4, South Mada Street  
Sri Nagar Colony,  
Chennai - 600 015.

Dear Sir,

## LETTER OF APPOINTMENT FOR INDEPENDENT DIRECTORS

We confirm our decision to appoint you on the Board of Directors of Empee Sugars and Chemicals Limited (hereinafter referred to as ESCL or the Company) with effect from 13.2.2017. This letter of appointment sets out the terms and conditions covering your appointment which are as follows:

### 1. Appointment

1.1 You will be appointed as a Non-Executive Independent Director on the Board of Directors of ESCL with effect from 13.2.2017. Your appointment is also subject to the maximum permissible Directorships that one can hold as per the provisions of the Companies Act, 2013 and the SEBI (LODR) Regulations, and the Company hereby satisfies to this provision.

1.2 The term Independent Director should be construed as defined under the Companies Act, 2013 and the listing agreement.

1.3 The Company has adopted the provisions with respect to appointment and tenure of Independent Directors which is consistent with the Companies Act, 2013 and the SEBI (LODR) Regulations. Accordingly, the Independent Directors will serve for not more than two terms of five years each on the Board of the Company. The Company is at liberty to disengage Non Executive Independent Director earlier subject to compliance of relevant provisions of Companies Act, 2013.

### 2. Committees

The Board of Directors (the Board) may, if it deems fit, invite you for being appointed on one or more existing Board Committees or any such Committee that is set up in the future. Your appointment on such Committee(s) will be subject to the applicable regulations, and your acceptance.

### 3. Time Commitment

3.1 As a Non-Executive Director you are expected to bring objectivity and independence of view to the Board's discussions and to help provide the Board with effective leadership in relation to the Company's strategy, performance, and risk management as well as ensuring high standards of financial probity and corporate governance. You are expected to attend Board, Board Committees to which you may be appointed and Shareholders meetings and to devote such time to your duties, as appropriate for you to discharge your duties effectively. Ordinarily, all meetings are held in Chennai.

# EMPEE SUGARS AND CHEMICALS LIMITED

CIN : L24110AP1988PLC009291

Regd. Office: Ayyapareddipalem, Naidupet Mandal, Nellore District, Andhra Pradesh.

Corporate Office : Empee Tower, No.59, Harris Road, Pudupet, Chennai – 600 002.

Phone : 44-2853 1111

3.2 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.

## 4. Role and Duties

Your role and duties will be those normally required of a Non-Executive Independent Director under the Companies Act, 2013 and the listing agreement. There are certain duties prescribed for all Directors, both Executive and Non-Executive, which are fiduciary in nature and are as under:

I. You shall act in accordance with the Company's Articles of Association.

II. 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.

III. You shall discharge your duties with due and reasonable care, skill and diligence.

IV. 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.

V. You shall not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners or associates.

VI. You shall not assign your office as Director and any assignments so made shall be void.

In addition to the above requirements applicable to all Directors, the role of the Non-Executive Director has the following key elements:

**Strategy:** Non-Executive Independent Directors should constructively challenge and help develop proposals on strategy;

**Performance:** Non-Executive Independent Directors should scrutinize the performance of management in meeting agreed goals and objectives;

**Risk:** Non-Executive Independent Directors should satisfy themselves on the integrity of financial information and that financial controls and systems of risk management are robust and defensible;

**People:** Non-Executive Independent Directors are responsible for determining appropriate levels of remuneration of Executive Directors and have a prime role in appointing, assist and where necessary, removing Executive Directors and in succession planning;

**Reporting:** Non-Executive Independent Directors take responsibility for the processes for accurately reporting on performance and the financial position of ESCL; and

**Compliance:** Non-Executive Independent Directors should keep governance and compliance with the applicable legislation and regulations under review and the conformity of ESCL practices to accepted norms.

# EMPEE SUGARS AND CHEMICALS LIMITED

CIN : L24110AP1988PLC009291

Regd. Office: Ayyapareddipalem, Naidupet Mandal, Nellore District, Andhra Pradesh.

Corporate Office : Empee Tower, No.59, Harris Road, Pudupet, Chennai – 600 002.

Phone : 44-2853 1111

## 5. Status of Appointment

5.1 You will not be an employee of the Company and this letter shall not constitute a contract of employment. You will be paid such remuneration by way of sitting fees for meetings of the Board and its Committees as may be decided by the Board and approved by the Shareholders from time to time. Further, you may be paid any remuneration if required as may be approved by the Board and the Shareholders from time to time.

5.2 The sitting fees presently paid to the Non-Executive Independent Director is Rs.5,000/- per meeting of the Board and Rs.2,000/- per meeting of Committee thereof.

## 6. Reimbursement of Expenses

In addition to the remuneration described in paragraph 5 the Company will, for the period of your appointment, will arrange for your travel and hotel bookings which are related to attending of Board and Committee Meetings.

## 7. Conflict of Interest

7.1 It is accepted and acknowledged that you may have business interests excepting ESCL. As a condition to your appointment, you are required to declare any such directorships, appointments and interests to the Board in writing in the prescribed form at the time of your appointment.

7.2 In the event that your circumstances seem likely to change and might give rise to a conflict of interest or, when applicable, circumstances that might lead the Board to revise its judgement that you are independent, this should be disclosed to the Board.

## 8. Confidentiality

All information acquired during your appointment is confidential to ESCL and should not be disclosed, either during your appointment or following termination (by whatever means) to third parties without prior clearance from the Chairman unless required by law or by the rules of any stock exchange or regulatory body. On reasonable request, you shall surrender any documents and other materials made available to you by ESCL. Consequently you should avoid making any statements or performing any transactions that might risk a breach of these requirements without prior clearance from the Board or the Company Secretary.

## 9. Evaluation

The Company has adopted a policy on Board Evaluation. The policy provides for evaluation of the Board, the Committees of the Board and individual Directors, including the Chairman of the Board. As per the Policy, the Company will carry out an evaluation of the performance of the Board as a whole, Board Committees and Directors on an annual basis.

Your appointment and re appointment on the Board shall subject to the outcome of the yearly evaluation process.

# EMPEE SUGARS AND CHEMICALS LIMITED

CIN : L24110AP1988PLC009291

Regd. Office: Ayyapareddipalem, Naidupet Mandal, Nellore District, Andhra Pradesh.

Corporate Office : Empee Tower, No.59, Harris Road, Pudupet, Chennai – 600 002.

Phone : 44-2853 1111

## 10. Disclosure of Interest

The Company must include in its Annual Accounts a note of any material interest that a Director may have in any transaction or arrangement that the Company has entered into.

Such interest should be disclosed no later than when the transaction or arrangement comes up at a Board meeting so that the Board may record your interest appropriately in the Minutes. A general notice that you are interested in any contracts with a particular person, firm or company is required to be furnished as and when required.

## 11. Termination

a. You may resign from your position at any time and should you wish to do so, you are requested to serve a reasonable written notice on the Board.

b. Continuation of your appointment is contingent on your getting re-elected by the shareholders in accordance with provisions of Companies Act, 2013 and the Articles of Association of the Company, from time to time in force. You will not be entitled to compensation if the shareholders do not re-elect you at any time.

c. Your appointment may also be terminated in accordance with the provisions of the Companies Act, 2013 and provisions of Articles of Association of the Company from time to time in force.

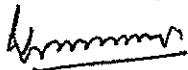
## 12. Governing Law

This agreement is governed by and will be interpreted in accordance with Indian law and your engagement shall be subject to the jurisdiction of the Indian courts.

In acceptance of your appointment as a non executive Independent Director of ESCL, kindly sign and return to us the duplicate copy of this letter.

Yours faithfully

For Empee Sugars and Chemicals Ltd



M.P.Purushothaman

Chairman & Managing Director