

Natraj Proteins Limited Itarsi





BOARD OF DIRECTORS Kailash Chand Sharma

(Managing Director)

J.P. Agrawal (Whose Time Director)

Sharad Kumar Jain

Umesh Trivedi Giriraj Gupta Hitesh Yadav

AUDITORS Bhutoria Ganesan & Co.

Chartered Accountants

Bhopal (M.P.)

D.K. Jain & Co. **COMPANY LAW ADVISOR**

Company Secretaries

Indore (M.P.)

Andhra Bank **BANKER**

Bhopal (M.P.)

REGISTERED OFFICE & FACTORY

Nagpur - Kalan Ordinance Factory Road, Itarsi (M.P.) Ph.: 07572-262636 Fax: 07272-262639

SHARE TRANSFER AGENT

Ankit Consultancy Pvt. Ltd. (SEBI REG. No. INR 000000767)

60, Electronic Complex, Pardeshipura, Indore (M.P.) Ph.: 0731-3198601

NOTICE

NOTICE is hereby given that the 20th Annual General Meeting of the Members of NATRAJ PROTEINS LTD. will be held at the Registered Office of the Company at Nagpur-Kalan Ordinance Factory Road, Itarsi 461111 (M.P.) on Friday the 23rd Sept., 2011 at 2.00 P.M. to transact the following business:

I. ORDINARY BUSINESS:

- 1. To receive, consider and adopt the Audited Balance Sheet as at 31st March 2011 and Profit & Loss Account of the company for the year ended 31st March 2011 together with the report of the Directors & Auditor's thereon on that date.
- To appoint a director in place of Shri Umesh Trivadi, who retires by rotation and being eligible offers himself for re-
- To appoint a director in place of Shri Hitesh Yadav, who retires by rotation and being eligible offers himself for reappointment.
- To appoint Auditors and to fix their remuneration.

BY ORDERS OF THE BOARD

KAILASH CHAND

MANAGING DIRECTOR

SHARMA

Place: Itarsi Dated: 12th August, 2011

NOTE:

- A MEMBER ENTITLED TO ATTEND AND VOTE AT THE MEETING IS ENTITLED TO APPOINT A PROXY TO ATTEND AND VOTE INSTEAD OF HIMSELF AND THE PROXY NEED NOT BE A MEMBER.PROXY IN ORDER TO BE EFFECTIVE MUST BE RECEIVED BY THE COMPANY NOT LESS THAN 48 HOURS BEFORE THE COMMENCEMENT
- The Company has already notified closure of Register of Members and Share Transfer Books from 19th Sept., 2011 to 23rd Sept., 2011 (both days inclusive) for the purpose of the AGM.
- Members holding shares in electronic form may note that bank particulars registered against their respective depository accounts will be used by the Company for payment of dividend, the Company or its Registrar and Transfer Agent cannot act on any request received directly from the members holding shares in electronic form for any change of bank particulars or bank mandates, such changes are to be advised only to the depository participant of the members.
- (a) Members are requested to notify immediately any change of address;
 - i) To their Depository Participants (DPs) in respect of their electronic share accounts; and
 - ii) To the Company to its Share Transfer Agents in respect of their physical share folios, if any.
- (b) In case the mailing address on this Annual Report is without the PINCODE. members are requested to kindly inform their PINCODE immediately.
- (c) Non-resident Indian Shareholders are requested to inform Share Transfer Agents immediately:
 - Change in the residential status on return to India for permanent settlement.
 - ii) The particulars of NRE Account with Bank in India, if not furnished earlier.
- Relevant documents referred into the accompanying notice are open for inspection by the members at the Registered office of the Company on all working days, except Saturdays between 11.00 A.M. to 1.00 P.M. upto the date of meeting.
- Members who are holding shares in identical order of names in more than one folio are requested to send to the Company the details of such folios together with the share certificates for consolidating their holdings in one folio. The share certificates will be returned to the members after making requisite changes thereon.
- Members desires of obtaining any information concerning Accounts and Operations of the Company are requested to address their questions in writing to the Company at least 7 days before the date of the Meeting so that the information required may be made available at the Meeting.
- The Company has connectivity with the CDSL & NSDL and equity shares of the Company may also be held in the Electronic form with any Depository Participant (DP) with whom the members/ investors having their depository account. The ISIN No. For the Equity Shares of the Company is INE444D01016. In case of any query/difficulty in any matter relating thereto may be addressed to the Share Transfer Agents Ankit Consultancy Pvt. Ltd., Plot No. 60, Electronic Complex Pardeshipura,
- As per the provisions of the Companies Act, 1956, facility for making nominations is now available to INDIVIDUALS holding shares in the Company. The Nomination Form-2B prescribed by the Government can be obtained from the Share Transfer Agent or may be down load from the website of the Ministry of Company affairs
- 10 The SEBI has mandated the submission of PAN by every participant in securities market, members holding shares in electronic form are therefore, requested to submit the PAN to their depository participant with whom they are maintaining their Dmat Accounts. Members holding shares in physical form can submit their PAN details to the Company's Share Transfer Agent, M/s Ankit Consultancy Pvt. Ltd.
- 11 The Ministry of Corporate Affairs has taken a "Green Initiative in the Corporate Governance" by allowing paperless compliance by the Companies and has issued circulars stating that service of notice/documents including annual report can be sent by email to its members. To support these green initiative of the government in full measures, members who





have not registered their email address, so far are requested to register their email address, in respect of electronic holdings with the CDSL/NSDL. Members who hold shares in physical form are requested fill the appropriate column in the members feedback form and register the same with Ankit Consultancy Pvt. Ltd.

- 12 The Company shall make available transport facilities from Itarsi to factory premises for attending the Annual General
- 13 Brief resume of directors those proposed to be appointed, nature of their expertise in specific functional areas, names of companies, in which they hold directorship, shareholding and relationship between directors inter-se stipulated under Clause No.49 of the Listing Agreement with the stock exchanges, or provided here under:

STATEMENT REGARDING THE DIRECTORS PROPOSED FOR APPOINTMENT

| NAME OF APPOINTEE | AGE/ YEARS | QUALIFI- CATIONS | EXPERTISE/EXPERIENCE | DATE OF APPOINTMENT | OTHER DIRECTOR- |
|-------------------------------|---------------|---------------------|--|------------------------|--------------------|
| Shri Umesh Trivedi | 51 | B.Com. | More than 19 years experience in Sova and manufacturing Industries | 31.01.2003 | None |
| Shri Hitesh Yadav Director | 46 | B.Sc | More than 13 years experience in field of construction of Railway Bridge | 31.10.2005 | None |

and other civil works

BY ORDERS OF THE BOARD

Date: 12th August, 2011 KAILASH CHAND SHARMA Place: Itarsi MANAGING DIRECTOR

DIRECTORS' REPORT

To,

The Members.

Natrai Proteins Limited

Your Board of directors has pleasure in presenting their 20th Annual report on the business and operations of the Company along with the Audited Balance Sheet and Profit & Loss Accounts for the year ended 31st March 2011.

1. FINANCIAL RESULTS:

Financial Results of the company for the year under review along with the comparative figures for previous year are as follows:

(Amt in Rs.)

| Particulars | Year ended 31st March | | |
|--|-----------------------|----------------|--|
| | 2011 | 2010 | |
| Total sales/Income from operations | 1,88,93,93,050 | 1,32,49,97,921 | |
| Profit before interest, depreciation & tax | 5,53,10,357 | 4,01,49,630 | |
| Less: Interest | 2,28,07,598 | 1,10,26,460 | |
| Depreciation | 75,56,284 | 75,91,548 | |
| Profit Before Tax | 2,49,46,475 | 2,15,31,621 | |
| Less: Provision for Income Tax | 90,61,400 | 65,40,000 | |
| Less: Provision for Deferred Tax | (7,66,099) | 7,92,055 | |
| Net Profit After Tax | 1,66,51,174 | 1,41,99,617 | |
| Add: Balance carried from Profit & Loss A/c | 9,46,64,180 | 8,04,64,563 | |
| Total surplus of profit carried to Balance Sheet | 11,13,15,354 | 9,46,64,180 | |

2. DIVIDEND:

In order to strengthen the capital base and looking to the future prospects of the company, your directors do not recommend any dividend during the year and the funds are proposed to be utilized for Company's business activities of the company.

3. REVIEWS ON OPERATIONS:

3.1. SOYA DIVISION

During the year under review, the monsoon was quite favorable for the company's raw material viz, soya seeds and it was able to procure adequate seed for its crushing and manufacturing requirements. During the year under review the company has achieved turnover of Rs18893.93 Lacs as compared to Rs. 13249.98 Lacs in the previous year. The profit of the Company was also recorded at Rs.166.51 Lacs as compared to Rs. 142.00 Lacs in the previous year.

Your directors also look forward for better working results in the years to come and good parity on export of DOC. However, the business activities mainly depends upon monsoon according to the required norms for soya crops and as the members are aware that the company is based on the SOYA seeds, an agricultural product, which is purely dependent on the monsoon and the climatic conditions of the Country

WIND POWER DIVISION

The company is having Wind Power Mill in the state of Tamil Nadu for 750 KW capacity. The wind mill has generated 1398312 Units during the year.

4. DIRECTORS:

The Board consists of executive and non-executive directors including independent directors who have wide and varied experience in different disciplines of corporate functioning.

Shri Umesh Rajnarayan Trivedi and Shri Hitesh Yadav will retire at the forthcoming Annual General Meeting and being eligible, offer themselves for re-appointment.

Your directors submit necessary resolutions for respective appointments before the members of the Company.

5. DEPOSITS:

Your Company has not accepted deposits from the general public within the meaning of the provisions of section 58A of the Companies Act, 1956. There was no overdue/unclaimed deposit as at the date of the Balance Sheet. The Company Law Board or





National Company Law Tribunal or Reserve Bank of India or any other Court or Tribunal against the Company has passed no order.

6. DIRECTORS' RESPONSIBILITY STATEMENT:

In accordance with the provisions of section of 217(2AA) of the Companies Act, 1956, your directors state that:

- In the preparation of accounts, the applicable accounting standards have been followed.
- Accounting policies selected were applied consistently. Reasonable and prudent judgments and estimates were made so
 as to give a true and fair view of the state of affairs of the company as at the end of March 31, 2011 and the profits of the
 company for the year ended on that date.
- Proper and sufficient care has been taken for the maintenance of adequate accounting records in accordance with the
 provisions of Companies Act, 1956 for safeguarding the assets of the company and for preventing and detecting frauds and
 other irregularities.
- The annual accounts of the company have been prepared on the going concern basis.

7. SHARE CAPITAL & LISTING:

The Equity Shares of the Company may also be kept in the electronic form as your company has connectivity from the Central Depository Services Ltd. (CDSL) and National Depository Services Ltd. (NSDL) to provide facilities to all members and investors to hold the Company's shares in dematerialized form.

Equity shares are listed with the Mumbai, Madhya Pradesh and Ahmedabad Stock Exchanges. The Company is regular in payment of annual listing fees to all the Stock Exchange and there were no suspension of trading in any stock exchange during the year under review. The Company has also applied for granting permission for trading of the Equity Shares at the platform of NSE under the permitted category through the MPSE.

8. PERSONNEL:

The Company continues to have cordial relations with its employees during the year under review.

9. AUDITORS

M/s. Bhutoria Ganesan & Co., Chartered Accountants, (R.No004465C) the statutory Auditors of the company retires at the close of this Annual General Meeting and is eligible for re-appointment. The Company has received confirmation from the Auditors that their re-appointment will be within the limits prescribed under section 224(1B) of the Companies Act, 1956. The Audit Committee of the Board has recommended their re-appointment. The necessary resolution is being placed before the shareholders for approval.

10. AUDITORS' REPORT:

The report of the auditors of the company and notes to the accounts are self explanatory and therefore do not call for any further comments and may be treated as adequate compliance of section 217(3) of the Companies Act, 1956.

11. INSURANCE:

The assets of company are adequately insured against the loss of fire and other risks, which has been considered necessary by the management.

12.CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, PARTICULAR OF EMPLOYEES AND FOREIGN EXCHANGE EARNINGS AND OUTGO:

Information as required under section 217(1)(e) of the Companies Act, 1956 read with the Companies (Disclosure of particulars in the Report of the Board of Directors) Rules 1988 have been annexed herewith as Annexure A.

13. COMPLIANCE CERTIFICATE:

In terms of the provisions of section 383(1A) of the Companies Act, 1956, the Company has obtained Compliance Certificate from Ankita Jain & Co., Company Secretaries and enclosed with the Directors Report, as Annexure C.

14. CORPORATE GOVERNANCE:

Corporate governance assumes a great deal of importance in the business life of the company. The driving forces of the corporate governance at company are its core values, belief in people, entrepreneurship, customer's orientations and the Pursuit of Excellence. The company's goal is to find creative and productive ways of delighting its stakeholders, i.e., investors, customers and associates, while fulfilling the role of a responsible corporate representative committed to the best practices.

Your company has complied with the mandatory requirements of Clause 49 of the listing agreement within the stipulated time. Report on the Corporate Governance has been annexed to the Directors' Report as Annexure B.

MANAGEMENT DISCUSSIONS AND ANALYSIS REPORT:

A. INDUSTRY STRUCTURE AND DEVELOPMENTS:

As so many new projects for SOYA industries have commissioned in past in the state of Maharashtra and surrounding areas of the state of Madhya Pradesh, to get advantage of the Soya production in the crushing activities.

B. BUSINESS OVERVIEW AND FUTURE OUTLOOK:

While we cannot predict a further performance will believe considerable opportunities will exist for sustained, profitable growth, not only in the developing countries but also in the developed western countries. The Company plans to launch oil in consumable packing to take the retail market, for good profitability.

C. INTERNAL CONTROL SYSTEMS AND THEIR ADEQUACY:

The Company has reasonable system of internal control comparing authority levels and the powers, supervision, checks, policies and the procedures. The Company is having the Audit Committee under the Chairmanship of Shri Umesh R. Trivedi. The said Committee reviews the adequacy of internal controls systems and the Compliance thereof.

Further the annual financial statement of the company are reviewed and approved by the committee and placed before the Board for the consideration. The Committee also reviewed the internal controls system during the year.

D. ENVIRONMENTS, SAFETY AND ENERGY CONSERVATION:

The company is taking the steps for the environment safety and the energy conservatism. Your company has recorded further reduction in specific energy consumption over the previous year, through productivity improvements, induction of innovative energyefficient process technologies and recycling/reuse of energy stream where feasible.

To conserve ground water, your company has embarked on rainwater harvesting projects at the manufacturing site and greening of barren land around factory. Further a comprehensive health check of all its employees.

E. CAUTIONARY STATEMENT:

Statement made in the management discussion and analysis report as regards the expectations or predictions are forward looking statements within the meaning of applicable Laws and Regulations. Actual performance may deviate from the explicit or implicit expectations

F. SWOT ANALYSIS FOR THE COMPANY

Strengths:

- Strong R & D capability well linked with business.
- Integrated supply chain.
- Ability to deliver cost saving.
- High quality of manpower resources.
- Centralized manufacturing activities.

Weaknesses:

- Manufacturing activities are mainly dependent on the availability of seed, which is directly related to the monsoon.
- Since, the bulky products, the Company's transportation activities of the Oil and DOC are based on the availability of racks from the Indian Railway, some times it is not available as and when required and disturb the dispatch schedule.
- The Company's product being indirectly exported, which has exchange control risk and the parity of the profitability is based on the exchange rates. This year as the rupee was appreciated, the profitability of the Company was also affected to some

Threats:

- Monsoon activities.
- Competition from the manufacturers.

Opportunities:

- Good monsoon will provide good opportunities to the company.
- Price competitiveness.

G. MARKETING AND EXPORT:

Though the Company does not export directly, but it plans for direct export in coming season for better realization. The Company's export/gross revenue largely effects the exchange ratio of Indian Rupee viz a viz US \$ and Euro \$.

15. ACKNOWLEDGEMENTS:

Your directors wish to place on record their sincere appreciation and acknowledge with gratitude for the assistance, cooperation and encouragement by valued customers, suppliers, bankers, shareholders and employees of the company and look forward for their continued support.

For and on behalf of the Board

Place: Itarsi K.C.SHARMA **CHAIRMAN & MANAGING DIRECTOR** Dated: 12th August, 2011





Annexure 'A' to the Directors' Report:

[Information as per the Companies (Disclosure of particular in Report of Board of Directors) Rules, 1988]

A. CONSERVATION OF ENERGY:

| 1 | Power and Fuel Conservation | | Yea | ar Ended |
|---|------------------------------------|-----------------------------------|------------|---------------|
| | | | 31.03.2011 | 31.03.2010 |
| | i) | Electricity: | | |
| | | a) Units in (K.W.) | 3479915 | 2265390 |
| | | b) Total Amount (Rs. In lacs) | 171.21 | 112.75 |
| | | c) Rate per KW (in Rs.) | 4.92 | 4.98 |
| | ii) | a) Coal (Qty.in M.T.) | 8857.88 | 5589.435 |
| | | b) Total cost (Rs. In lacs) | 221.15 | 116.39 |
| | | c) Average rate per M.T. (in Rs.) | 2496.64 | 2082.38 |
| 2 | Consumption per unit of Production | | Produ | ction in M.T. |
| | a) | Crude Oil | 12680.224 | 9390.75 |
| | b) | Refined Oil | 10557.001 | 8306.086 |
| | c) | De-oiled Cake | 68262.258 | 44800.456 |
| | d) | Acid Oil | 322.93 | 150.316 |
| | e) | Gums | 1186.900 | 750.000 |
| | f) | Fatty Acid | 13.365 | 10.500 |
| | g) | Lacithin | 454.755 | 342.685 |

B. TECHNOLOGY ABSORPTION:

The company is making continuous efforts for the technological development of the plant and refinery. The technology selected by your company for solvent plant and refinery is well proven within the country and the company is making all the efforts to update its technology, the company had also established a laboratory for Research & Development facilities for quality control purpose.

C. FOREIGN EXCHANGE EARNINGS AND OUTGO:

During the year under review, your company has made exports through the export houses. There are no direct export earnings and there is no inflow or outflow of foreign exchange during the year under review (previous year Nil).

D. PARTICULARS OF EMPLOYEES:

Particulars of the employees as required under section 217(2A) of the Companies Act, 1956 read with the Companies (Particulars of the Employees) Rules 1975, are not applicable since, none of the employee of the company is drawing more than Rs. 60.00.000/-P.A. or Rs.5, 00,000/- P.M. for the part of the year, during the year under review.

For and on behalf of the Board

Place: Itarsi **K.C.SHARMA** Dated: 12th August, 2011

CHAIRMAN & MANAGING DIRECTOR

Annexure 'B' to the Directors' Report :

CORPORATE GOVERNANCE REPORT

REPORT OF COMPLIANCE WITH CLAUSE 49

OF THE LISTING AGREEMENT OF THE STOCK EXCHANGES

1. COMPANY'S PHILOSOPHY ON CODE OF GOVERNANCE:

The Company's philosophy on code of Governance as adopted by the Board is as under:

- (i) Ensure that the quantity, quality and frequency of financial and managerial information, which management shares with the Board, fully places the Board members in control of the company's affairs.
- (ii) Ensure that the Board exercises its fiduciary responsibilities towards shareowners and creditors, thereby ensuring high accountability.
- (iii) Ensure that the extent to which the information is disclosed to present and potential investors is maximized.
- (iv) Ensure that the decision-making is transparent and documentary evidence is traceable through the minutes of the meetings of the Board/Committee thereof.
- (v) Ensure that the Board, Employees and all concerned are fully committed to maximizing long-term value to the share owners and the company.
- (vi) Ensure that the core values of the company are protected.

2. BOARD OF DIRECTORS:

(I) Details of Directors:

The Company is having six directors in the Board and having optimum composition of four independent directors in the Board of directors of the Company. Details of directors of the Company as at 31st March 2011 are as under:

| Directors | Executive / Non No. of outside Executive / directorship held Independent | | | No. of outside Committee positions held | |
|-------------------------|--|--------|---------|---|----------|
| | | Public | Private | Member | Chairman |
| Shri Jagdish P. Agrawal | Executive/Promoter | - | - | - | - |
| Shri Kailash C. Sharma | Executive/Promoter | - | - | - | - |
| Shri Umesh Trivedi | NED/IND | - | - | - | - |
| Shri Giriraj Gupta | NED/IND | 1 1 | - | - | - |
| Shri Hitesh Yadav | NED/IND | - | 1 | - | - |
| Shri Sharad Kumar Jain | NED/IND | - | - | - | - |

(ii) Details of Board Meetings held during the year:

During the financial year 2010-11, there was total 10 (Ten) meetings of the Board of directors of the Company. Details regarding the date, venue, strength of the Board and directors present at the respective meetings are as under:

| Date of Board Meetings | Place of meetings | Total Strength of the Board | No. of Directors present |
|------------------------|-------------------|-----------------------------|--------------------------|
| 30/04/2010 | Itarsi, M.P. | 6 | 5 |
| 15/05/2010 | Itarsi, M.P. | 6 | 6 |
| 29/06/2010 | Itarsi, M.P. | 6 | 5 |
| 31/07/2010 | Itarsi, M.P. | 6 | 6 |
| 18/08/2010 | Itarsi, M.P. | 6 | 5 |
| 07/10/2010 | Itarsi, M.P. | 6 | 4 |
| 29/10/2010 | Itarsi, M.P. | 6 | 5 |
| 01/11/2010 | Itarsi, M.P. | 6 | 5 |
| 15/11/2010 | Itarsi, M.P. | 6 | 5 |
| 05/02/2011 | Itarsi, M.P. | 6 | 4 |

3. CODE OF CONDUCT

The Board of directors of the Company has laid down a Code of Conduct for all Board members and members of senior management of the company. The Board Members and Senior Management have affirmed compliance with the "Code of Conduct" for the year ended March 31, 2011.





4. AUDIT COMMITTEE:

(A) Brief description of terms of reference:

- Review with the management the quarterly/half-yearly financial statements.
- ii) Hold separate discussion with Head-Internal Audit, Statutory Auditors and among members of the Audit Committee to find out whether the company's financial statements are fairly presented in conformity with the Accounting Standards issued by the Central Government.
- iii) Review the company's financial and risk management policies and the adequacy of internal control systems.
- iv) Review the adequacy of accounting records maintained in accordance with the provisions of the Companies Act 1956.
- (v) Review the performance of Statutory Auditors and recommend their appointment and remuneration to the Board, considering their independence & effectiveness.
- (vi) Perform other activities consistent with the Company's Memorandum and Articles, the Companies Act, 1956 and other Governing Laws.

(B) Composition of Committee:

| S.No | Name | Designation | Position in Committee |
|------|----------------------|------------------|-----------------------|
| 1. | Mr. Umesh R. Trivedi | Director NED/IND | Chairman |
| 2. | Mr. Giriraj Gupta | Director NED/IND | Member |
| 3. | Mr. Hitesh Yadav | Director NED/IND | Member |

The Statutory Auditors and Managing Director of the Company were also invited by the Committee to express their views in the Meeting. The Chairman of the Audit Committee has also attended the Annual General Meeting of the members of the company.

(C) Meetings of the Audit Committee:

During the financial year 2010-11 the Audit Committee met 5 (Five) times on the 15th May, 2010, 31st July, 2010, 18th August, 2010; 01st Nov., 2010 and 05th February, 2011 under the Chairmanship of Shri Umesh R. Trivedi, in which proper quorum was present.

The Committee considered the draft Annual Accounts for the year 2010-11. The Committee also reviewed financial and risk management policy of the Company and defaults, if any in payment to the creditors, financial institutions and reasons thereof.

5. SHAREHOLDERS'/INVESTORS' GRIEVANCE COMMITTEE:

(A) Brief description of terms of reference:

The Company has a `Shareholders Grievance & Transfer Committee' at the Board level to look into the Redressing of shareholders and investor's complaints like:

- (i) Transfer of Shares, transmissions and delay in confirmation in D-mat of shares.
- (ii) Non-receipt of Annual Report, etc.

(B) Composition of Committee and number of meetings held:

| S.No | Name | Designation | Position in Committee |
|------|----------------------|------------------|-----------------------|
| 1. | Mr. Umesh R. Trivedi | Director NED/IND | Chairman |
| 2. | Mr. Giriraj Gupta | Director NED/IND | Member |
| 3. | Mr. Hitesh Yadav | Director NED/IND | Member |

(i) Name and designation of Compliance Officer

Shri K.C.Sharma,

Managing Director

(ii) Number of shareholders complaints received during the year : 6
 (iii) Number of complaints solved during the year : 6
 (iv) Number of complaints pending at the end of the year : 0

The Company has given powers to implement transfer, transmission and D-mat of Shares to the Share Transfer Agent and to resolve the relating problems as professional agency. The Committee meets only on specific nature of complaints not resolved within a period of 14 days from the date of its receipts.

6. REMUNERATION COMMITTEE:

(a) Brief description of terms of reference:

The terms of reference of the Committee are to review and recommend compensation payable to the executive directors. The Committee also ensures that the compensation policy of the Company provides for performance-oriented incentives to management.