

# ECO RECYCLING LIMITED

## NOMINATION AND REMUNERATION POLICY

(Pursuant to Section 178 of the Companies Act, 2013 and Rule 6 of the Companies (Meetings of Board and its Powers) Rules, 2014)

### 1. INTRODUCTION:

In terms of Section 178 of the Companies Act, 2013 and SEBI (Listing Obligation & Disclosure Requirement), 2015 this policy on Nomination and Remuneration of Directors, Key Managerial Personnel (KMP) and Senior Management of M/s. Eco Recycling Limited have been formulated by the Nomination and Remuneration Committee. This policy shall act as guidelines on matters relating to the remuneration, appointment, removal and evaluation of performance of the Directors, Key Managerial Personnel and Senior Management.

### 2. DEFINITION:

In this policy unless the context otherwise requires:

- ⚡ “**Act**” means The Companies Act, 2013 and rules made thereunder, as amended from time to time;
- ⚡ “**Company**” means “**Eco Recycling Limited**”;
- ⚡ “**Board**” means Board of Directors of M/s. Eco Recycling Limited;
- ⚡ “**Independent Director**” means a Director referred to in Section 149 (6) of The Companies Act, 2013 read with clause 49 of the listing agreement;
- ⚡ “**Committee**” means “**Nomination and Remuneration Committee**” of the Company as constituted by the Board from time to time;
- ⚡ “**Key Managerial Personnel or KMP**” means Managing Director, Joint Managing Director, Whole-time Director, Chief Financial Officer, Company Secretary and