



## LETTER OF APPOINTMENT

**March 27, 2019**

**Mr. Bipin Dhanesha**

304 Omkar Enclave CHSL, 3<sup>rd</sup> Floor,  
Off 90 Feet Road, Venkatesh Park,  
Bhayandar (West), Thane 401101.

Dear Sir,

I am writing to confirm that the Members have approved your appointment as an Independent Director on the Board of Directors of Indian Bullion Market Association Limited (hereinafter referred to as 'the Company') for first term commencing from January 10, 2019 up to 16th AGM or September 30, 2022 whichever is earlier and shall not be liable to retire by rotation.

This letter of appointment sets out the terms and conditions covering your reappointment, which are as follows:

### **1. Appointment**

- 1.1 You are appointed as a Non-Executive Independent Director on the Board of Directors of the Company with effect from 10<sup>th</sup> January, 2019 up to 16th AGM or September 30, 2022 whichever is earlier for the first term. Your appointment is subject to the extant provisions of the Companies Act, 2013, as amended from time to time.
- 1.2 The term "Independent Director" should be construed as defined under the Companies Act, 2013.
- 1.3 The Company has adopted the provisions with respect to appointment and tenure of Independent Directors as are consistent with the Companies Act, 2013. The Company is at liberty to disengage a Non-Executive Independent Director earlier subject to compliance of the relevant provisions of the Companies Act, 2013.
- 1.4 As an Independent Director you are not liable to retire by rotation.

### **2. Committees**

The Board of Directors (the Board) may invite you for being appointed on one or more of the existing Board Committees or any Committee(s) that may be set up in the future. Your appointment on such Committee(s) will be subject to the applicable provisions of the Companies Act, 2013.

### **3. Time Commitment**

- 3.1 As a Non-Executive Independent Director you are expected to bring objectivity and independence to the Board's discussions and help provide the Board with effective leadership in relation to the Company's strategy, performance, and risk management,

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**INDIAN BULLION MARKET ASSOCIATION LIMITED**

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as well to ensure high standards of financial probity and corporate governance. The Board meets at least four times in a year. The Audit Committee, Nomination and Remuneration Committee and other committee meetings are as per requirement. You will be expected to attend the Board, the Board Committees and the Annual General Meetings and to devote sufficient time, as required for you to discharge your duties effectively. Ordinarily, all meetings are held in Mumbai.

- 3.2 By accepting this appointment, you confirm that you are in a position to allocate sufficient time to meet the expectations of your role to the satisfaction of the Board.

#### **4. Fiduciary Duties**

Your role and duties will be those normally required of a Non-Executive Independent Director under the Companies Act, 2013. There are certain duties prescribed for all Directors, both Executive and Non-Executive, which are fiduciary in nature and inter alia 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 interests of the Company/ Group or bring discredit to it. Any situation that creates a conflict of interest between personal interests and the Company and its stakeholders' interests, must be avoided at all costs. Please refer to clause 7 for full explanation on conflict of interest.
- V. You shall not assign your office as Director and any assignments so made shall be void. There are certain roles, functions duties prescribed for all Independent Directors, which are listed in the 'Code for Independent Directors' as outlined in Schedule IV to the Companies Act, 2013. You shall abide by the said 'Code of Conduct for Independent Directors' as amended from time to time to the extent relevant and applicable to your role.

#### **5. Status of Appointment and Remuneration**

- 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 attending meetings of the Board and its Committees and Commission of Profits as may be decided by the Board and approved by the Members from time to time.
- 5.2 The sitting fees presently paid to a Non-Executive Independent Director is Rs. 50,000/- per Board meeting & Committee meeting attended.

#### **6. Reimbursement of Expenses**

In addition to the remuneration described in paragraph 5, the Company will, for the period of your appointment, reimburse you reasonable expenses incurred in the discharge of your roles/duties.

#### **7. Conflict of Interest**

- 7.1 It is accepted and acknowledged that you may have business interests, memberships other than those of the Company. As a condition to your appointment

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commencing, 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 both the Chairman and the Secretary.

## 8. Confidentiality

All information acquired during your tenure of directorship is confidential and should not be disclosed, either during your tenure or following termination (by whatever means) to third parties without prior clearance from the Chairman, unless required by law or regulatory body. In the latter case, you would be required to suitably inform the Chairman of such an event or disclosure. You should direct any media queries or approaches to the appropriate spokesperson within the Company. On reasonable request, you shall surrender any documents and other materials made available to you by the Company.

## 9. Evaluation

The Company will carry out an evaluation of the performance of the Board as a whole, Board Committees and the Directors on time to time basis. Your appointment and reappointment on the Board shall be subject to the outcome of the evaluation process.

## 10. Disclosure of Interest


It is expected that any interest you may have in any transaction or arrangement that the Company has entered into should be disclosed no later than when the transaction or arrangement comes up at a Board meeting so that the minutes may record your interest appropriately and our records are updated. A general notice that you are interested in any contracts with a particular person, firm or company is acceptable.

## 11. Termination

- 11.1 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 to the Board.

Yours sincerely,

For Indian Bullion Market Association Limited



**Arun Pinto**  
Whole Time Director and CEO  
DIN: 07640224

