

Corporate Governance Report

Company's Philosophy on Code of Governance

Corporate Governance is an ethically driven business process that is committed to values and conduct aimed at enhancing an organization's wealth generating capacity. This is ensured by taking ethical business decisions and conducting the business with a firm commitment to values, while meeting stakeholders' expectations. Gravita India Limited (hereinafter referred to as 'Gravita') is fully committed to practicing sound corporate governance and upholding the highest business standards in conducting business. Being a value-driven organization, the Company has always worked towards building trust with shareholders, employees, customers, suppliers and other stakeholders based on the principles of good corporate governance, viz., integrity, equity, transparency, fairness, disclosure, accountability and commitment to values.

The Company fosters a culture in which high standards of ethical behaviour, individual accountability and transparent disclosure are ingrained in all its business dealings and shared by its Board of Directors, management and employees. The Company has established systems and procedures to ensure that its Board of Directors is well-informed and well equipped to fulfill its overall responsibilities and to provide the management with the strategic direction needed to create long-term shareholder value.

Board of Directors

The Board plays crucial role in overseeing how the management serves the short and long-term interests of shareholders and other stakeholders. This belief is reflected in our governance practices, under which we strive to maintain an effective, informed and independent Board of Directors and keep our governance practices under continuous review. As on 31st March, 2022, the total Board strength comprises of 6 (six) Directors out of which 3 (Three) Directors are Executive Directors and 3 (Three) are Independent Directors. The Company's Board Members are from diverse backgrounds with skills and experience in critical areas like Marketing, Finance & Taxation, Economics, Law, Governance etc. Further, all Independent Directors are persons of eminence and bring a wide range of expertise and experience to the board thereby ensuring the best interests of stakeholders and the Company. They take active part at the Board and Committee Meetings by providing valuable guidance to the management on various aspects of Business, Policy Direction, Governance, Compliance etc. and play critical role on issues, which enhances the transparency and add value in the decision-making process of the Board of Directors. The composition of the Board also complies with the provisions of the Companies Act, 2013 and Regulation 17 (1) and 17 (1) (A) of SEBI (LODR) Regulations, 2015. The Board reviews its strength and composition from time to time to ensure that it remains aligned with the statutory, as well as business requirements. Further in the opinion of the Board, the Independent Directors fulfill the conditions specified in SEBI (LODR) Regulations, 2015 as amended from time to time and are independent of management.

The details of the composition of the Board as on 31st March, 2022, the attendance record of the Directors at the Board Meetings held during the financial year 2021-22 and at the last Annual General Meeting (AGM), along with the number of Directorships, Committee Chairmanships and Memberships held by them in other Companies are given herein below:

Name	Category	Whether attended AGM held on 27 th September, 2021	Number of Directorships in other companies as on 31st March, 2022	Directorship in listed entity & Category of Directorship as on 31st March, 2022	No. of committee positions held in other public companies as on 31st March, 2022	
					Chairman	Member
Dr. Mahavir Prasad Agarwal (DIN: 00188179)	Executive Director (Chairperson)	No	6	Nil	Nil	Nil
Mr. Rajat Agrawal (DIN: 00855284)	Executive Director (Managing Director)	Yes	5	Nil	Nil	Nil
Mr. Yogesh Malhotra (DIN: 05332393)	Executive Director, CEO	Yes	3	Nil	Nil	Nil
Mr. Dinesh Kumar Govil (DIN: 02402409)	Non-Executive Lead Independent Director	Yes	4	Nil	1	Nil

Name	Category	Whether attended AGM held on 27 th September, 2021	Number of Directorships in other companies as on 31st March, 2022	Directorship in listed entity & Category of Directorship as on 31st March, 2022	No. of committee positions held in other public companies as on 31st March, 2022	
					Chairman	Member
Mr. Arun Kumar Gupta (DIN: 02749451)	Non-Executive Independent Director	No	Nil	Nil	Nil	Nil
Mrs. Chanchal Chadha Phadnis (DIN: 07133840)	Non-Executive Independent Director	Yes	Nil	Nil	Nil	Nil

#Directorship does not include directorships held in Foreign Companies. Further for the purpose of calculation of chairmanship and membership of committees all the committees has been considered.

1. Dr. Mahavir Prasad Agarwal, Whole-time Director of the Company is father of Mr. Rajat Agrawal, Managing Director of the Company. Except this there are no inter-se relationships among the other Directors.
2. None of the Director is member in more than 10 committees or Chairman of more than five committees across all companies in which he is a Director. Further none of the Director acts as an Independent Director in more than 7 Listed Companies.
3. Non-executive Directors of the company do not hold any shares and convertible instruments of the company as on 31st March, 2022

Skills/Expertise/Competence of the Board of Directors

List of core skills / expertise / competencies required by the Board (identified by the Board) for efficient functioning of the Company in the present business environment and those skills/expertise/competence actually available with the Board are as follows: -

S. No.	Skills / Expertise / Competencies identified by the board of directors as required in the context of the business and sector(s) to function effectively	Status of availability with the Board
1	Understanding of Business/ Industry Experience and knowledge of Manufacturing and Recycling associated businesses	P
2	Strategy and strategic planning Ability to think strategically and identify and critically assess strategic opportunities and threats and develop effective strategies in the context of the strategic objectives of the Company's policies and priorities.	P
3	Critical and innovative thoughts The ability to critically analyses the information and develop innovative approaches and solutions to the problems.	P
4	Financial Understanding Ability to analyses and understand the key financial statements, assess financial viability of the projects and efficient use of resources.	P
5	Market Understanding Understanding of market scenario related to the business segment in which company is working.	P
6	Risk and compliance oversight Ability to identify key risks to the organization in a wide range of areas including legal and regulatory compliance and monitor risk and compliance management frameworks.	P

Name of Director	Areas of Expertise					
	Understanding of Business/ Industry	Strategy and strategic planning	Critical and innovative thoughts	Financial Understanding	Market Understanding	Risk and compliance oversight
Dr. Mahavir Prasad Agarwal (DIN: 00188179)	√	√	√	√	√	√
Mr. Rajat Agrawal (DIN: 00855284)	√	√	√	√	√	√
Mr. Yogesh Malhotra (DIN: 05332393)	√	√	√	√	√	√
Mr. Dinesh Kumar Govil (DIN: 02402409)	√	√	√	√	√	√
Mr. Arun Kumar Gupta (DIN: 02749451)	√	√	√	√	√	√
Mrs. Chanchal Chadha Phadnis (DIN: 07133840)	√	√	√	√	√	√

Board Meetings

Dates for the Board Meetings are decided well in advance and communicated to the Directors. The Agenda along with the explanatory notes are sent in advance to the Directors. Additional meetings of the Board to address specific needs of the Company are held as and when deemed necessary by the Board. In case of any emergency, resolutions may be passed by circulation. The Board periodically reviews compliance reports of all laws applicable to the Company. Steps are taken by the Company to rectify instances of non-compliance, if any. 7 (Seven) Board Meeting(s) were held during the reporting period 2021-22. The intervening period between two Board meetings is well within the maximum gap as prescribed under Regulation 17 (2) of SEBI (LODR) Regulations, 2015. Details of the same are reproduced herein below:

S. No.	Date of Meeting	Board Strength	No. of Directors Present
1	19 th May, 2021	6	5
2	30 th July, 2021	6	5
3	23 rd September, 2021	6	5
4	01 st November, 2021	6	4
5	10 th January, 2022	6	6
6	29 th January, 2022	6	5
7	28 th March, 2022	6	4

Attendance of each Director at the Board Meetings:

Name of Director	Board Meetings held during the year	Meetings Attended
Dr. Mahavir Prasad Agarwal	7	1
Mr. Rajat Agrawal	7	6
Mr. Yogesh Malhotra	7	7
Mr. Dinesh Kumar Govil	7	7
Mr. Arun Kumar Gupta	7	6
Mrs. Chanchal Chadha Phadnis	7	7

Meeting of Independent Directors

In compliance of Section 149 of Companies Act, 2013 read-with the provisions of Schedule IV of the Companies Act, 2013 and the provisions of SEBI (LODR) Regulations, 2015 a separate meeting of Independent Directors was held on 28th March, 2022. Further, it is confirmed that in the opinion of the board, the independent directors fulfil the conditions specified in these regulations and are independent of the management. Attendance of Independent Directors at the

meeting is given hereunder:

Name of Director	Whether present or not
Mr. Dinesh Kumar Govil	Yes
Mr. Arun Kumar Gupta	Yes
Mrs. Chanchal Chadha Phadnis	Yes

Audit Committee

The Audit Committee of the Company comprises of three Non-Executive and Independent Directors and is constituted in accordance with the requirements of the SEBI (LODR) Regulations, 2015 read with Companies Act 2013. Mr. Dinesh Kumar Govil is the Chairman of the Audit Committee. All the members of the committee are financially literate and possess thorough knowledge of accounting or related financial management expertise.

The Statutory Auditors, Cost Auditors and Internal Auditors are invited to the Audit Committee Meetings to discuss with Directors the scope of audit, their comments, and to discuss the Internal Audit Reports. Minutes of the Audit Committee Meetings are circulated to all the Members of the Audit Committee and thereafter discussed and noted at the subsequent Board Meetings.

The Company Secretary of the Company acts as Secretary of the Audit Committee.

The Audit Committee met 4 (four) times during the financial year 2021-22 on:

19th May, 2021

30th July, 2021

01st November, 2021

29th January, 2022

The intervening period between two Audit Committee meetings is well within the maximum gap of one hundred and twenty days as prescribed under Regulation 18 (2) (a) of SEBI (LODR) Regulations, 2015.

Composition of Audit Committee and Attendance during F.Y. 2021-22:

Name of the Members	Category	Number of Meetings held during the year	No. of Meetings Attended
Mr. Dinesh Kumar Govil	Non-Executive - Independent Director, Chairperson	4	4
Mr. Arun Kumar Gupta	Non-Executive - Independent Director, Member	4	2
Mrs. Chanchal Chadha Phadnis	Non-Executive - Independent Director, Member	4	4

The terms of reference of the Audit Committee are broadly as follows:

- Oversight of the listed entity's financial reporting process and the disclosure of its financial information to ensure that the financial statement is correct, sufficient and credible;
- Recommendation for appointment, remuneration and terms of appointment of auditors of the listed entity;
- Approval of payment to statutory auditors for any other services rendered by the statutory auditors;
- Reviewing, with the management, the annual financial statements and auditor's report thereon before submission to the board for approval, with particular reference to:
 - Matters required to be included in the director's responsibility statement to be included in the board's report in terms of clause (c) of sub-section (3) of Section 134 of the Companies Act, 2013;
 - Changes, if any, in accounting policies and practices and reasons for the same;
 - Major accounting entries involving estimates based on the exercise of judgment by management;
 - Significant adjustments made in the financial statements arising out of audit findings;
 - Compliance with listing and other legal requirements relating to financial statements;

- Disclosure of any related party transactions;
- Modified opinion(s) in the draft audit report;
- Reviewing, with the management, the quarterly financial statements before submission to the board for approval;
- Reviewing, with the management, the statement of uses / application of funds raised through an issue (public issue, rights issue, preferential issue, etc.), the statement of funds utilized for purposes other than those stated in the offer document / prospectus / notice and the report submitted by the monitoring agency monitoring the utilization of proceeds of a public or rights issue, and making appropriate recommendations to the board to take up steps in this matter;
- Reviewing and monitoring the auditor's independence and performance, and effectiveness of audit process;
- Approval or any subsequent modification of transactions of the listed entity with related parties;
- Scrutiny of inter-corporate loans and investments;
- Valuation of undertakings or assets of the listed entity, wherever it is necessary;
- Evaluation of internal financial controls and risk management systems;
- Reviewing, with the management, performance of statutory and internal auditors, adequacy of the internal control systems;
- Reviewing the adequacy of internal audit function, if any, including the structure of the internal audit department, staffing and seniority of the official heading the department, reporting structure coverage and frequency of internal audit;
- Discussion with internal auditors of any significant findings and follow up thereon;
- Reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the board;
- Discussion with statutory auditors before the audit commences, about the nature and scope of audit as well as post-audit discussion to ascertain any area of concern;
- To look into the reasons for substantial defaults in the payment to the depositors, debenture holders, shareholders (in case of non-payment of declared dividends) and creditors;
- To review the functioning of the whistle blower mechanism;
- Approval of appointment of chief financial officer after assessing the qualifications, experience and background, etc. of the candidate;
- Carrying out any other function as is mentioned in the terms of reference of the audit committee.
- Reviewing the utilization of loans and/ or advances from/investment by the holding company in the subsidiary exceeding rupees 100 crore or 10% of the asset size of the subsidiary, whichever is lower including existing loans / advances / investments existing as on the date of coming into force of this provision.
- Consider and comment on rationale, cost-benefits and impact of schemes involving merger, demerger, amalgamation etc., on the listed entity and its shareholders.
- The audit committee shall mandatorily review the following information:
 - Management discussion and analysis of financial condition and results of operations;
 - Statement of significant related party transactions (as defined by the audit committee), submitted by management;
 - Management letters / letters of internal control weaknesses issued by the statutory auditors;
 - Internal audit reports relating to internal control weaknesses; and
 - Appointment, removal and terms of remuneration of the Chief Internal Auditor shall be subject to review by the audit committee.

- Statement of deviations:
 - Quarterly statement of deviation(s) including report of monitoring agency, if applicable, submitted to stock exchange(s) in terms of Regulation 32(1).
 - Annual statement of funds utilized for purposes other than those stated in the offer document / prospectus / notice in terms of Regulation 32(7).
- Carrying out any other function as is mentioned in the terms of reference of the audit committee as may be specified under the provisions of the Companies Act, 2013 and /or SEBI (LODR) Regulations, 2015 and such other provisions, as may be applicable.

Nomination & Remuneration Committee

The Nomination and Remuneration Committee reviews and recommends the payment of salaries, commission and finalizes appointment and other employment conditions of Directors, Key Managerial Personnel and other Senior Employees. The terms of reference of the Nomination and Remuneration Committee are broadly as follows:

- ❖ To formulate the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration of the directors, key managerial personnel and other employees;
- ❖ To formulate the criteria for evaluation of Independent Directors and the Board;
- ❖ To Identify persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, and recommend to the Board their appointment and removal;
- ❖ To recommend to Board of Directors whether to extend or continue the term of appointment of the independent director, on the basis of the report of performance evaluation of independent directors;
- ❖ To recommend to the Board, all remuneration, in whatever form, payable to senior management.
- ❖ To specify the manner for effective evaluation of performance of Board, its committees and individual directors to be carried out either by the Board, by the Nomination and Remuneration Committee or by an independent external agency and review its implementation and compliance.
- ❖ To Devise a policy on Board diversity;
- ❖ To Develop a succession plan for the Board and to regularly review the plan;
- ❖ To Carry out any other function as is mandated by the Board from time to time and/or enforced by any statutory notification, amendment or modification, as may be applicable.

During the year the Company has changed the terms of reference of Nomination and Remuneration Committee. Further before the above changes the terms of reference of Nomination and Remuneration Committee were as under:

- ❖ Formulation of the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration of the directors, key managerial personnel and other employees;
- ❖ Formulation of criteria for evaluation of Independent Directors and the Board;
- ❖ Devising a policy on Board diversity;
- ❖ Identifying persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, and recommend to the Board their appointment and removal;
- ❖ Whether to extend or continue the term of appointment of the independent director, on the basis of the report of performance evaluation of independent directors;
- ❖ To recommend to the Board, all remuneration, in whatever form, payable to senior management.
- ❖ To specify the manner for effective evaluation of performance of Board, its committees and individual directors to be carried out either by the Board, by the Nomination and Remuneration Committee or by an independent external agency and review its implementation and compliance.

Composition and Meeting: The Company's Nomination & Remuneration Committee comprises of three Non-

Executive and Independent Directors. Mr. Dinesh Kumar Govil is the Chairman of the Nomination and Remuneration Committee. During the financial year 2021-22 the Committee met 2 (two) times i.e. on 10th January, 2022 and 28th March, 2022.

Composition of Nomination & Remuneration Committee and Attendance during F.Y. 2021-22:

Name of the Member	Category	Number of Meetings held during the Year	No. of Meetings Attended
Mr. Dinesh Kumar Govil	Non-Executive - Independent Director, Chairperson	2	2
Mrs. Chanchal Chadha Phadnis	Non-Executive - Independent Director, Member	2	2
Mr. Arun Kumar Gupta	Non-Executive - Independent Director, Member	2	2

Details of Remuneration paid to Directors during F.Y. 2021-22 (₹ In Lacs)

Name of the Director	Designation	Salary and other allowances	Stock options	Performance Incentive/ Special ExGratia	Provident Fund and Gratuity	Total
Dr. Mahavir Prasad Agarwal DIN: 00188179	Whole-time Director	120.00	Nil	Nil	8.05	128.05
Mr. Rajat Agrawal DIN: 00855284	Managing Director	119.84	Nil	Nil	7.99	127.84
Mr. Yogesh Malhotra DIN: 05332393	Whole-time Director & CEO	49.33	Nil	150.00	3.08	202.41

Notes:

- The Company does not have any pecuniary relationship with any Non-Executive Independent Director except for reimbursement of traveling expenses to the Directors for attending Board Meeting. No sitting fee is paid for attending the meetings of Board/Committees of Directors.
- None of the Non-Executive Directors of the company have any equity shares of the Company.
- The company has issued memorandum of terms and conditions of appointment including remuneration to Managing Director and Whole-time Director of the Company.
- The appointment of Mr. Rajat Agrawal (DIN: 00855284) and Dr. Mahavir Prasad Agarwal (DIN: 00188179) is for a period of 3 years from the date of their respective appointment and notice period is as per rules of the company. Further except Gratuity and Leave encashment no other severance fees is payable.

Criteria for evaluation of Director:

Following are the criteria for evaluation of performance of Directors:

- How the person fares across different competencies as identified for effective functioning of the entity and the Board.
- Whether the person has sufficient understanding and knowledge of the entity and the sector in which it operates.
- Whether the person understands and fulfills the functions to him/her as assigned by the Board and the law.
- Whether the person is able to function as an effective team- member.
- Whether the person actively takes initiative with respect to various areas.
- Whether the person is available for meetings of the Board and attends the meeting regularly and timely, without delay.
- Whether the person is adequately committed to the Board and the entity.
- Whether the person contributed effectively to the entity and in the Board meetings.

- 9) Whether the person demonstrates highest level of integrity (including conflict of interest disclosures, maintenance of confidentiality, etc.).
- 10) Whether person is independent from the entity and the other directors and there if no conflict of interest.
- 11) Whether the person exercises his/ her own judgement and voices opinion freely.

Criteria for evaluation of Independent Director:

1. The performance evaluation of Independent Directors shall be done by the entire Board of Directors, excluding the director being evaluated.
2. On the basis of the report of performance evaluation, it shall be determined whether to extend or continue the term of appointment of the Independent Director.

Performance of every Director of the Company be reviewed by filling up the questionnaire as placed before the Meeting, prepared by considering the parameters including Appropriateness of Qualification, knowledge, skills and experience, Time devoted to Board deliberations and participation level in board functioning, Extent of diversity in the knowledge and related industry expertise etc.

Committee Members then filled up the said form. The Chairman then reviewed the performance of every director on the basis of said duly filled questionnaire(s) and apprised that the performance of every Directors of the Company is satisfactory.

Remuneration Policy

The remuneration paid to Executive Directors is recommended by Nomination & Remuneration Committee and approved by Board in Board Meeting, subject to the subsequent approval of the shareholders at the General Meeting and such other authorities, as may be required. The remuneration is decided after considering various factors such as qualification, experience, performance, responsibilities shouldered industry standards as well as financial position of the Company and it can be accessed through web link: <http://www.gravitaindia.com/wp-content/uploads/pdf/nomination-remuneration-policy.pdf>.

➤ Appointment Criteria and qualifications:

The Committee shall identify and ascertain the integrity, qualification, expertise and experience of the person for appointment as Director, KMP or at Senior Management level and recommend to the Board his /her appointment.

A person should possess adequate qualification, expertise and experience for the position he/ she is considered for appointment. The Directors including Independent Directors and KMPs should meet the requirements/criteria, if any, as prescribed/may be prescribed under the provisions of the Companies Act, 2013, from time to time. The Committee has discretion to decide whether qualification, expertise and experience possessed by a person are sufficient /satisfactory for the concerned position.

The Company shall not appoint or continue the employment of any person as Managing Director/Whole-time Director/Manager who has attained the age of seventy years. Provided that the term of the person holding this position may be extended beyond the age of seventy years with the approval of shareholders by passing a special resolution based on the explanatory statement annexed to the notice for such motion indicating the justification for extension of appointment beyond seventy years.

Appointment of Independent Directors is subject to compliance of provisions of Section 149 of the Act, read with Schedule IV and Rules thereunder and SEBI (LODR Regulations), 2015 as amended from time to time.

Term/ Tenure:

- Managing Director/Whole-time Director/Manager (Managerial Person)/ Independent Director:

The Term / Tenure of the Directors shall be governed as per provisions of the Act, and rules made thereunder as amended from time to time.

- **Independent Director:**

- An Independent Director shall hold office for a term up to five consecutive years on the Board of the Company and will be eligible for re-appointment on passing of a special resolution by the Company and disclosure of such appointment in the Board's report.

- No Independent Director shall hold office for more than two consecutive terms of upto maximum of 5 years each, but such Independent Director shall be eligible for appointment after expiry of three years of ceasing to become an Independent Director. Provided that an Independent Director shall not, during the said period of three years, be appointed in or be associated with the Company in any other capacity, either directly or indirectly.
- At the time of appointment of Independent Director it should be ensured that number of Boards on which such Independent Director Serves is restricted to seven listed companies as an Independent Director and three listed companies as an Independent Director in case such person is serving as a Whole-time Director of a listed company.

Removal:

Due to reasons for any disqualifications mentioned in the Act or under any other applicable Act, rules and regulations thereunder, the Committee may recommend, to the Board with reasons recorded in writing, removal of a Director, KMP or Senior Management subject to the provisions and compliance of the said Act, rules and regulations.

Retirement:

The Director, KMP and Senior Management shall retire as per the applicable provisions of the Act, and the prevailing policy of the Company. The Board will have the discretion to retain the Director, KMP, Senior Management in the same position / remuneration or otherwise even after attaining the retirement age, for the benefit of the Company subject to compliance of relevant provisions of the Act and the Rules, wherever applicable.

➤ **Remuneration to the Whole-time Director/Managing Director:**

The Remuneration/Commission/Performance Incentive etc. to be paid to Managing Director/ Whole-time Directors, etc. shall be governed as per provisions of the Companies Act, 2013 and rules made there under or any other enactment for the time being in force and the approvals obtained from the Members of the Company.

The Nomination and Remuneration Committee shall make such recommendations to the Board of Directors, as it may consider appropriate with regard to remuneration to Managing Director / Whole-time Directors in accordance with the provision of the Companies Act, 2013 and Listing Regulations.

➤ **Remuneration to Non- Executive/Independent Director:**

Sitting Fees:

The Non-executive/Independent Directors of the Company may be paid sitting fees, if any, as per the applicable Regulations and provisions of the Companies Act, 2013 or any other enactment for the time being in force. Further no sitting fee shall be paid to Executive Directors. The quantum of sitting fees will be determined as per the recommendation of Nomination and Remuneration Committee and approved by the Board of Directors of the Company Provided that the amount of such fees shall not exceed the amount as prescribed in Companies Act, 2013.

Profit Linked Commission:

The Profit Linked Commission shall be paid as per applicable provisions of the Companies Act and Listing Regulations.

Stock Options:

Pursuant to the provisions of the Act, an Independent Director shall not be entitled to any stock option of the Company.

➤ **Remuneration to Senior Management Personnel, Key Managerial Personnel and Other Employees:**

The Senior Management Personnel and other employees of the Company shall be paid monthly remuneration as per the Company's HR policies and/or as may be approved by the Committee. The Remuneration may consist of Fixed and Flexible Pay, Performance Based Incentive, Stock Options or in any other form as per HR Policies of the company.

➤ **Minimum Remuneration:**

If, in any financial year, the Company has no profits, or its profits are inadequate, the Company shall pay

remuneration to its Managerial Person in accordance with the provisions of Schedule V of the Act, and if it is not able to comply with such provisions, with the prior approval of the Central Government.

➤ **Provisions for excess remuneration:**

If any Managerial Person draws or receives, directly or indirectly by way of remuneration any such sums in excess of the limits prescribed under the Act, or without the prior sanction of the Central Government, where required, he/she shall refund such sums to the Company and until such sum is refunded, hold it in trust for the Company. The Company shall not waive recovery of such sum refundable to it unless permitted by the Central Government.

Stakeholders Relationship Committee

The Stakeholders Relationship Committee is entrusted with the responsibility of addressing the shareholders'/ investors' complaints with respect to transfer of shares, non-receipt of Annual Report, non-receipt of dividend etc. As on 31st March, 2022, the Committee comprises of three Directors viz. Mr. Dinesh Kumar Govil (DIN: 02402409), Mr. Yogesh Malhotra (DIN: 05332393) and Mr. Rajat Agrawal (DIN:00855284). During the year, the composition of the said committee has changed by appointing Mr. Yogesh Malhotra in place of Dr. Mahavir Prasad Agarwal. Further, Mr. Dinesh Kumar Govil being the non-executive director is heading the committee.

No. of Meetings

During the year under review 4 (Four) Meeting of Stakeholders 'Relationship Committee was held i.e. on 19th May, 2021, 30th July, 2021, 01st November, 2021 and 29th January, 2022.

Composition of Stakeholder Relationship Committee and Attendance during F.Y. 2021-22:

Name of the Member	Category	No. of Meetings held during the year	Meetings Attended
Mr. Dinesh Kumar Govil	Non-Executive - Independent Director, Chairperson	4	4
Mr. Yogesh Malhotra*	Executive Director, Member	4	2
Mr. Rajat Agrawal	Executive Director, Member	4	4
Dr. Mahavir Prasad Agarwal #	Executive Director, Member	4	0

*Appointed w.e.f 30th July, 2021

Removed w.e.f 30th July, 2021

The terms of reference of the Stakeholders' Relationship Committee are broadly as follows:

- ❖ Resolving the grievances of the security holders of the listed entity including complaints related to transfer/ transmission of shares, non-receipt of annual report, non-receipt of declared dividends, issue of new/duplicate certificates, general meetings etc.;
- ❖ Review of measures taken for effective exercise of voting rights by shareholders;
- ❖ Review of adherence to the service standards adopted by the listed entity in respect of various services being rendered by the Registrar & Share Transfer Agent;
- ❖ Review of the various measures and initiatives taken by the listed entity for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/annual reports/statutory notices by the shareholders of the company.

Compliance Officer: Mr. Nitin Gupta is Compliance Officer and Company Secretary of the Company.

Status of Investor Complaints: The Company received 29 (Twenty Nine) complaints from investors which were resolved well in stipulated time by the Company and there were no complaints pending with the company or its Share Transfer Agents as on 31st March, 2022.

Compensation Committee

The Compensation Committee of the company comprises of three Non-Executive Directors. The Chairman of Compensation Committee is Mr. Dinesh Kumar Govil. The Compensation Committee administers the Employee Stock Option Plans and Stock Appreciation Right Scheme of the Company and determines eligibility of employees for Stock Options and Stock Appreciation rights. As on 31st March, 2022 the committee comprises of following directors Mr.

Dinesh Kumar Govil (DIN: 02402409), Mrs. Chanchal Chadha Phadnis (DIN: 07133840) and Mr. Arun Kumar Gupta (DIN: 02749451).

No. of Meetings: The Committee met 1(one) time during the F.Y. 2021–22 on 28th March, 2022.

Composition of Compensation Committee and Attendance during F.Y. 2021-22:

Name of the Member	Category	No. of Meetings held during the year	Meetings Attended
Mr. Dinesh Kumar Govil	Non-Executive - Independent Director, Chairperson	1	1
Mrs. Chanchal Chadha Phadnis	Non-Executive - Independent Director, Member	1	1
Mr. Arun Kumar Gupta	Non-Executive - Independent Director, Member	1	1

Investment Committee:

The Company has an Investment Committee comprising of three Directors viz., Mr. Rajat Agrawal (DIN: 00855284), Mr. Yogesh Malhotra (DIN: 05332393) and Mr. Dinesh Kumar Govil (DIN: 02402409). During the year, the composition of the said committee has changed by appointing Mr. Yogesh Malhotra as Member of this committee in place of Dr. Mahavir Prasad Agarwal. The committee has no designated chairman.

No. of Meetings: During the year under review no Meeting of investment Committee took place.

Terms of Reference

- ❖ To make decisions about investments to be made by the Company in various overseas ventures whether by way of Equity or Capitalization of Exports or by way of loan;
- ❖ To make decisions about investments to be made by the Company in shares, stocks, units of mutual funds, subscription to public issues of other companies etc.; and
- ❖ To make decisions about disinvestments/ alienation/ sale/ transfer/ gift or pledge of any of the investments made in clause mentioned above which the Committee may consider most beneficial in the interest of the Company.

Corporate Social Responsibility Committee

In terms of the requirement of Section 135 of Companies Act 2013 and Rules made thereunder, the Company has constituted the Corporate Social Responsibility Committee ("CSR Committee") comprising of three Directors; amongst them Mr. Yogesh Malhotra and Mr. Rajat Agrawal are executive directors and the Chairman of the Committee Mr. Dinesh Kumar Govil, is a Non-Executive Independent Director. During the year, the composition of the said committee has also changed by appointing Mr. Yogesh Malhotra as member of this committee in place of Dr. Mahavir Prasad Agarwal.

No. of Meetings: The Committee met 2 (two) times during the F.Y. 2021–22 on 30th July, 2021 and 28th March, 2022 respectively.

Composition of Corporate Social Responsibility Committee and Attendance during F.Y. 2021-22:

Name of the Member	Category	No. of Meetings held during the year	Meetings Attended
Mr. Dinesh Kumar Govil	Non-Executive - Independent Director, Chairperson	2	2
Mr. Rajat Agrawal	Executive Director, Member	2	1
Mr. Yogesh Malhotra*	Executive Director, Member	2	1
Dr. Mahavir Prasad Agarwal #	Executive Director, Member	2	1

*Appointed w.e.f 30th July, 2021

Removed w.e.f 30th July, 2021

The terms of reference of the Corporate Social Responsibility Committee are broadly as follows:

- ❖ Formulate and recommend to the Board, the Corporate Social Responsibility policy of the company which shall indicate the activities to be undertaken by the company in areas or subject, specified in Schedule VII of the Companies Act, 2013;
- ❖ To recommend the expenditure that can be incurred for CSR
- ❖ Monitor the Corporate Social Responsibility Policy of the company from time to time.
- ❖ Formulate and recommend to the Board, an annual action plan in pursuance of its CSR Policy, which shall include the following, namely:-
 - The list of CSR projects or programmes that are approved to be undertaken in areas or subjects specified in Schedule VII of the Act and the manner of execution of such projects or programmes;
 - The modalities of utilization of funds and implementation schedules for the projects or programmes;
- ❖ To prepare a transparent monitoring mechanism for ensuring implementation of the projects / programs / activities proposed to be undertaken by the Company;
- ❖ To ensure that all kind of income/surplus accrued to the Company by way of CSR activities should be credited back to the community or CSR corpus and shall not form part of the business profit of a company.

During the year the Company has changed the terms of reference of Corporate Social Responsibility Committee. Further before the above changes the terms of reference of Corporate Social Responsibility Committee were as under:

- ❖ To formulate the Corporate Social Responsibility policy of the company which shall indicate the activities to be undertaken by the company as specified in Schedule VII to the Act;
- ❖ To recommend the expenditure that can be incurred for this purpose;
- ❖ To monitor CSR policy of the company from time to time;
- ❖ To prepare a transparent monitoring mechanism for ensuring implementation of the projects / programs / activities proposed to be undertaken by the Company;
- ❖ To ensure that all kind of income accrued to the Company by way of CSR activities should be credited back to the community or CSR corpus.

Finance & Risk Management Committee (Renamed as 'Finance Committee' w.e.f 30th July,2021)

The Company has a Finance & Risk Management Committee comprising of three directors viz. Mr. Rajat Agrawal (DIN: 00855284), Dr. Mahavir Prasad Agarwal (DIN: 00188179) and Mr. Dinesh Kumar Govil (DIN: 02402409). Further w.e.f 30th July, 2021 the name of said committee has been changed from "Finance & Risk Management Committee" to "Finance Committee" and the composition of the said committee has also changed by appointing Mr. Yogesh Malhotra in place of Dr. Mahavir Prasad Agarwal. Further the terms of reference of the said committee has also been revised w.e.f 30th July, 2021.

No. of Meetings:

The Finance & Risk Management Committee met 2 (Two) times during the F.Y. 2021-22 on:

07th May, 2021

06th July, 2021

As the name of said committee has been changed from "Finance & Risk Management Committee" to "Finance Committee" w.e.f 30th July, 2021

Accordingly, The Finance Committee met 3 (Three) times during the F.Y. 2021-22 on:

17th September, 2021

13th December, 2021

08th March, 2022

Composition of Finance & Risk Management Committee (Renamed as 'Finance Committee' w.e.f 30th July, 2021) and Attendance during F.Y. 2021-22:

Name of the Member	Category	No. of Meetings held during the year	Meetings Attended
Dr. Mahavir Prasad Agarwal*	Executive Director, Member	5	1
Mr. Yogesh Malhotra #	Executive Director, Member	5	3
Mr. Rajat Agrawal	Executive Director, Member	5	5
Mr. Dinesh Kumar Govil	Non executive- Independent Director, Member	5	5

* Removed w.e.f. 30th July, 2021

Appointed w.e.f 30th July, 2021

Terms of Reference

- ❖ To approve Short-Term and Long-Term borrowings including Term Loans, Vehicle Loans, vendor financing services from Banks, Financial Institutions, Bodies Corporates, etc. for the business purposes of the Company upto an amount of ₹ 1500 Crores.
- ❖ To approve opening and closing of various types of bank accounts including approval for availing net banking facilities from various banks.
- ❖ To approve change in authority with respect to Bank Accounts of the Company maintained with various Banks.
- ❖ To approve policy for the hedging of Commodity Price and Foreign Currency.
- ❖ To approve the granting of loans, guarantees, indemnities, securities in favour of Subsidiaries/Associates/ Partnership firms of the company and otherwise, subject to the requirement that all such actions are subsequently reported to the Board.

Risk Management Committee

The Company has formed a Risk Management Committee w.e.f 19th May, 2021 pursuant to SEBI circular no. No. SEBI/LAD-NRO/GN/2021/22 dated 5th May,2021 which comprises of three directors viz. Mr. Dinesh Kumar Govil (DIN: 02402409), Chairman, Mr. Rajat Agrawal (DIN: 00855284), Member and Mr. Yogesh Malhotra (DIN: 05332393), Member. The terms of reference of the said committee are as under:

No. of Meetings:

The Committee met 3 (Three) times during the F.Y. 2021-22 on:

30th July, 2021

01st November, 2021

28th March, 2022

Composition of Risk Management Committee and Attendance during F.Y. 2021-22:

Name of the Member	Category	No. of Meetings held during the year	Meetings Attended
Mr. Dinesh Kumar Govil	Non executive- Independent Director, Chairperson	3	3
Mr. Yogesh Malhotra	Executive Director, Member	3	3
Mr. Rajat Agrawal	Executive Director, Member	3	2

Terms of Reference

- ❖ To formulate a detailed risk management policy which shall include:
 - A framework for identification of internal and external risks specifically faced by the listed entity, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks and impact) information and cyber security risks.

- Measures for risk mitigation
- Systems for internal controls and
- Business contingency plan
- ❖ To monitor and oversee implementation of the risk management policy, including evaluating the adequacy of risk management and internal control systems;
- ❖ To Ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company;
- ❖ To review the risk management policy on annual basis, including by considering the changing industry dynamics and evolving complexity;
- ❖ To keep the board informed about the nature and content of its discussions, recommendations and actions to be taken;
- ❖ The appointment, removal and terms of remuneration of the Chief Risk Officer (if any) shall be subject to review by the risk management committee, jointly with the nomination and remuneration committee The Risk Management Committee shall coordinate its activities with the Audit Committee in instances where there is any overlap with audit activities.

General Body Meetings

The details of General Meetings held in the last three years are given below:

S.No.	AGM	Date	Time	Venue	No. of Special Resolutions passed
1	27 th AGM	20.09.2019	11:00 A.M.	"Saurabh", Chittora Road, Harsulia Mod, Diggi-Malpura, Tehsil- Phagi, Jaipur-303904	4
2	28 th AGM	21.11.2020	01:00 P.M.	Through Video Conferencing / Other Audio Visual Means [Deemed Venue for Meeting: Registered Office:"Saurabh", Chittora Road, Harsulia Mod, Diggi- Malpura, Tehsil- Phagi, Jaipur-303904	1
3	29 th AGM	27.09.2021	01:00 P.M.	Through Video Conferencing / Other Audio Visual Means [Deemed Venue for Meeting: Registered Office:"Saurabh", Chittora Road, Harsulia Mod, Diggi- Malpura, Tehsil- Phagi, Jaipur-303904	1

- ❖ No Extra-Ordinary General Meeting of the Shareholders was held during the year.
- ❖ None of the businesses proposed to be transacted in the ensuing Annual General Meeting require special resolution through postal ballot.

Resolution passed by way of conducting the Postal Ballot

During F.Y. 2021-22, pursuant to the provisions of Section 110 of the Companies Act, 2013, read with Rule 22 of the Companies (Management and Administration) Rules, 2014 and Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the following Special Resolutions were passed on 23rd April, 2021 and on 11th February, 2022 by way of Postal Ballot:

A. Special Resolutions passed by Postal ballot on 23rd April, 2021:

1. Re-appointment of Dr. Mahavir Prasad Agarwal as a Chairman Cum Whole-Time Director of the Company.
2. Re-appointment of Mr. Rajat Agrawal as Managing Director of the Company.
3. Approval of Remuneration of Mr. Rajat Agrawal (DIN: 00855284), Managing Director in terms of Regulation 17(6) (E) of SEBI amended listing regulations.
4. Approval of Remuneration of Dr. Mahavir Prasad Agarwal (DIN: 00188179), Chairman Cum Whole Time Director in terms of Regulation 17(6) (E) of SEBI amended listing regulations.

The Company had appointed Mr. Pradeep Pincha, Practicing Company Secretary, as Scrutinizer for conducting the postal Ballot process, who submitted his report after completing the scrutiny and the results of the voting by Postal Ballot were declared on 23rd April, 2021 at the Corporate Office of the Company. The date of declaration of results was deemed to be date of passing of the said resolutions. The results of the postal ballot are also available at website of the company (www.gravitaindia.com). A synopsis of the results submitted by the scrutinizer is as under.

Resolution No.1: Re-appointment of Dr. Mahavir Prasad Agarwal as a Chairman Cum Whole-Time Director of the Company.

Manner of Voting through	Votes in favour of the resolution		Votes against the resolution		Abstained / Invalid votes
	No. of shares	Percentage	No. of shares	Percentage	No. of shares
Remote E-voting	25914307	100.00	12	0.00	00
TOTAL	25914307	100.00	12	0.00	00

Resolution No.2: Re-appointment of Mr. Rajat Agrawal as Managing Director of the Company.

Manner of Voting through	Votes in favour of the resolution		Votes against the resolution		Abstained / Invalid votes
	No. of shares	Percentage	No. of shares	Percentage	No. of shares
Remote Evoting	25914307	100.00	12	0.00	00
TOTAL	25914307	100.00	12	0.00	00

Resolution No.3: Approval of Remuneration of Mr. Rajat Agrawal (DIN: 00855284), Managing Director in terms of Regulation 17(6) (E) of SEBI amended listing regulations.

Manner of Voting through	Votes in favour of the resolution		Votes against the resolution		Abstained / Invalid votes
	No. of shares	Percentage	No. of shares	Percentage	No. of shares
Remote Evoting	25914107	99.999	212	0.001	00
TOTAL	25914107	99.999	212	0.001	00

Resolution No.4 Approval of Remuneration of Dr. Mahavir Prasad Agarwal (DIN: 00188179), Chairman Cum Whole Time Director in terms of Regulation 17(6) (E) of SEBI amended listing regulations.

Manner of Voting through	Votes in favour of the resolution		Votes against the resolution		Abstained / Invalid votes
	No. of shares	Percentage	No. of shares	Percentage	No. of shares
Remote Evoting	25914107	99.999	212	0.001	00
TOTAL	25914107	99.999	212	0.001	00

Procedure Followed:

- I. The Company issued the Postal Ballot Notice dated 17th March, 2021 containing draft resolution together with the explanatory statement.
- II. This Postal Ballot notice ("Notice") is being sent only through electronic mode to those Members whose e-mail addresses are registered with the Company/Depositories and whose name appear in the Register of Members/Record of Depositories as on cut off date i.e. Friday, 19th March, 2021. A person who is not a member as on cut off date should treat this Postal Ballot Notice for information purpose only.
- III. Members whose names appear on the Register of Members/List of Beneficial Owners as on Friday, 19th March, 2021 shall be entitled to avail the facility of remote e-voting.
- IV. The Company has provided the facility to the Members to exercise their votes electronically and vote on all the resolutions through the e-voting service facility arranged by CDSL. The e-voting facility is available at the link www.evotingindia.com.
- V. For shareholders opting for e-voting, the process and manner of e-voting will be as follows: The e-voting period commences from 09.00 A.M. on Thursday, 25th March, 2021 and ends at 05.00 P.M. on Friday 23rd April, 2021 during

this period, shareholders of the Company holding shares either in physical form or in dematerialized form, as on the cut-off date i.e. Friday, 19th March, 2021, may cast their vote electronically.

- VI. The results of the Postal Ballot / E-voting were declared on 23rd April, 2021. The date of declaration of the results of the Postal Ballot was taken as the date of passing of the resolution. The results of the Postal Ballot were also placed on the website of the Company at <http://www.gravitaindia.com/investors/postal-ballots/>

B. Special Resolutions passed by Postal ballot on 11th February. 2022:

1. Approval of capital raising by way of issuance of equity shares and/or equity linked securities by way of Qualified Institutions Placement ("QIP").
2. Re-Appointment of Mr. Yogesh Malhotra as Whole-Time Director cum CEO of the Company.

The Company had appointed Mr. Akshit Kumar Jangid, Practicing Company Secretary, as Scrutinizer for conducting the postal Ballot process, who submitted his report after completing the scrutiny and the results of the voting by Postal Ballot were declared on 11th February, 2022 at the Corporate Office of the Company. The date of declaration of results was deemed to be date of passing of the said resolutions. The results of the postal ballot are also available at website of the company (www.gravitaindia.com). A synopsis of the results submitted by the scrutinizer is as under.

Resolution No. 1 Approval of capital raising by way of issuance of equity shares and/or equity linked securities by way of Qualified Institutions Placement ("QIP").

Manner of Voting through	Votes in favour of the resolution		Votes against the resolution		Abstained / Invalid votes
	No. of share	Percentage	No. of shares	Percentage	No. of shares
Remote Evoting	50947016	99.998	1226	0.002	-
TOTAL	50947016	99.998	1226	0.002	-

Resolution No. 2: Re-Appointment of Mr. Yogesh Malhotra as Whole-Time Director cum CEO of the Company.

Manner of Voting through	Votes in favour of the resolution		Votes against the resolution		Abstained / Invalid votes
	No. of share	Percentage	No. of shares	Percentage	No. of shares
Remote Evoting	50947934	99.999	308	0.001	-
TOTAL	50947934	99.999	308	0.001	-

Procedure Followed:

- I. The Company issued the Postal Ballot Notice dated 10th January, 2022 containing draft resolution together with the explanatory statement.
- II. This Postal Ballot notice ("Notice") is being sent only through electronic mode to those Members whose e-mail addresses are registered with the Company/Depositories and whose name appear in the Register of Members/Record of Depositories as on cut-off date i.e. 07th January, 2022 A person who is not a member as on cutoff date should treat this Postal Ballot Notice for information purpose only.
- III. Members whose names appear on the Register of Members/List of Beneficial Owners as on 07th January, 2022 shall be entitled to avail the facility of remote e-voting.
- IV. The Company has provided the facility to the Members to exercise their votes electronically and vote on all the resolutions through the e-voting service facility arranged by CDSL. The e-voting facility is available at the link www.evotingindia.com.
- V. For shareholders opting for e-voting, the process and manner of e-voting will be as follows: The e-voting period commences from 09.00 A.M. on Thursday, 13th January, 2022 and ends at 05.00 P.M. on Friday, 11th February, 2022 during this period, shareholders of the Company holding shares either in physical form or in dematerialized form, as on the cut-off date cut-off date (record date) i.e. 07th January, 2022 may cast their vote electronically.
- VI. The results of the Postal Ballot / E-voting were declared on 11th February, 2022. The date of declaration of the results of the Postal Ballot was taken as the date of passing of the resolution. The results of the Postal Ballot were also placed on the website of the Company at <http://www.gravitaindia.com/investors/postal-ballots/>

Pledge of Shares:

No Pledge has been created over the Equity Shares held by the Promoters and/or Promoter Group Shareholders during the Financial Year ended 31st March, 2022.

Review of Legal Compliance Reports:

Alike the previous years, the Board, during the year, periodically reviewed the reports placed by the management with respect to adherence and compliance with various laws and regulations applicable to the Company. The Internal Auditors also reviewed the compliance status of the Company within their terms of reference and reported to the Audit Committee accordingly.

Certificate from Company Secretary in Practice:

The company has obtained a certificate from Mr. Akshit Kumar Jangid, Practicing Company Secretary confirming that none of the directors on the board of the company have been debarred or disqualified from being appointed or continuing as directors of companies by the Board/Ministry of Corporate Affairs or any such statutory authority as on 31st March, 2022 and the same is attached to this Report.

Disclosures:

Financial Statements/Accounting Treatments: In the preparation of Financial Statements, the Company has followed the Accounting Standards issued by the Institute of Chartered Accountants of India to the extent applicable.

Materially Significant Related Party Transactions: There have been no materially significant related party transactions, pecuniary transactions or relationships between the Company and its Directors that may have potential conflict with the interests of the Company.

Disclosure on Risk Management: The Board is periodically informed about the key risks and their minimization procedures. Business risk evaluation and management is an ongoing process within the Company.

Details of non-compliance: There have been no instances of non-compliance by the Company and no penalties and/or strictures have been imposed on it by Stock Exchanges or SEBI or any Statutory Authority on any matter related to the capital markets during the last three Years.

Familiarization Programme: The Company has Familiarization Program for Independent Directors to familiarize them with regard to their roles, rights, responsibilities in the Company, along with industry, business operations, business model, code of conduct and policies of the Company etc. The Familiarization Program has been disclosed on the website of the Company. The company's policy on familiarization programme is available on following web link: <https://www.gravitaindia.com/wp-content/uploads/pdf/familiarization-programme.pdf>

CEO and CFO Certification: The certificate required under Regulation 17 (8) of SEBI (LODR) Regulations, 2015 duly signed by CEO and CFO was placed before the Board and the same is also provided with this report.

Details of compliance with mandatory requirements and adoption of non-mandatory requirements: During the year, the Company has complied with all applicable mandatory corporate governance requirements of the Listing Regulations. Specifically, Company confirms compliance with corporate governance requirements specified in Regulation 17 to 27 and clauses (b) to (i) of sub regulation (2) of Regulation 46 of the Listing Regulations.

Disclosure of Compliance of Non-mandatory requirements as specified in Part E of the Schedule II of Listing Regulations are as under:-

On discretionary basis, the company has adopted clause C and E as mentioned in Part E of schedule II.

Modified opinion in Auditor's Report: Company's financial statement for the year 2021-22 does not contain any modified audit opinion

Reporting of Internal Auditors: The Internal Auditors of the Company submit reports to the Audit Committee and have direct access to it.

Certificate of compliance of Corporate Governance: The Company has obtained a certificate affirming the compliances of Corporate Governance from Pinchaa & Co., Practicing Company Secretaries, Jaipur and the same is attached to this Report. Annual Report 2021-22.

During the year under review the company has not raised any funds through preferential allotment or qualified institutions placement as specified under SEBI Regulations.

Web link for Policies: The Policies adopted by company can be accessed by following web link: For Policy on determining Material Subsidiaries:

<https://www.gravitaindia.com/wp-content/uploads/pdf/material-subsidiaries-policy.pdf>

For Policy on Related Party Transactions: <http://www.gravitaindia.com/wp-content/uploads/pdf/rpt-policy.pdf>

Vigil Mechanism/Whistle Blower Policy: The Audit Committee of the Board is committed to ensure fraud-free work environment and for that purpose the Committee has laid down a Whistle Blower Policy providing a platform to all its stakeholders including employees and auditors, regulatory agencies and customers of the Company to report any suspected or confirmed incident of fraud/misconduct through any of the following reporting protocols:

- **Name of Vigilance Officer:** Mr. Nitin Gupta
- **E-mail:** whistleblower@gravitaindia.com
- **Written Communication to:** Vigilance officer- Gravita India Whistle Blower Policy, A-27 B, Gravita Tower, Shanti Path, Tilak Nagar, Jaipur- 302004

During the year, no one has been denied access to the audit committee. The Policy is also available at website of the Company (www.gravitaindia.com).

Sexual Harassment Policy: The Company has adopted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at the Workplace, in line with the provisions of the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and the Rules made there under. Company has complied with provisions relating to the constitution of Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and has formed an "Internal Complaints Committee" for prevention and redressal of sexual harassment at workplace. The Committee is having requisite members and is chaired by a senior woman member of the organization. Further, the Company has not received any complaint of sexual harassment during the financial year 2021-22.

Means of Communication

Financial Results

- ❖ Pursuant to Regulation 33 (4) of SEBI (LODR) Regulations, 2015, the Company has regularly furnished, by way of online electronic uploading on NEAPS and BSE Listing Centre the quarterly/half-yearly/annual audited results to both the Stock exchanges i.e. BSE & NSE within the timelines prescribed by SEBI in this regard.
- ❖ The quarterly, half-yearly and annual results are published in 'Financial Express', 'Economic Times', 'Business Standard', 'Indian Express' in English, 'Gujarat Samachar', 'Sandesh' in Gujarati and 'Business Remedies' 'Nafa Nuksan' (Vernacular) in Hindi. Further the same are also available on website of the company (www.gravitaindia.com)
- ❖ The quarterly/half-yearly Results are not sent individually to the Shareholders.

Website & Newsletter

- ❖ The Company's website www.gravitaindia.com contains a dedicated functional segment called 'Investors Information' (<http://www.gravitaindia.com/investors>) where all the information needed by the shareholders is available, including the Corporate Governance Report, Shareholding Patterns, Financial Results, Intimations sent to exchanges and Annual Reports.

News Releases, Presentations, etc.

- ❖ The price sensitive information's, if any, are immediately informed to the Stock Exchange(s) before the same is communicated to general public through press releases.
- ❖ Official news releases and Official Media Releases are sent to the Stock Exchanges regularly.
- ❖ **NSE Electronic Application Processing System (NEAPS):** The NEAPS is a web-based application designed by NSE for Corporate. All periodical compliance filings like Shareholding Pattern, Corporate Governance Report, Media Releases, etc. are filed electronically on NEAPS.

- ❖ **BSE Corporate Compliance & Listing Centre (the “Listing Centre”):** The Listing Centre of BSE is a web-based application designed by BSE for corporate. All periodical compliance filings like Shareholding Pattern, Corporate Governance Report, Media Releases, etc. are filed electronically on the Listing Centre.
- ❖ **SEBI Online Complaints Redress System (SCORES):** The investor complaints are processed in a centralized web-based complaints Redressal system. The salient features of this system are: Centralized database of all complaints, online upload of Action Taken Reports (ATRs) by the concerned companies and online viewing by investors of actions taken on the complaint and its current status.
- ❖ Presentations made by the company to Institutional Investors or to the analysts are also being disclosed to the stock exchanges and are uploaded on website of the company which can be accessed via following link: <https://www.gravitaindia.com/wp-content/uploads/pdf/investors-presentation.pdf>

Management Discussion and Analysis Report

The Management Discussion and Analysis Report form part of the Annual Report of Financial Year 2021-22. All matters pertaining to industry structure and developments, opportunities and threats, segment/product wise performance, outlook, risks and concerns, internal control and systems, etc. are discussed in the said report.

General Shareholder Information:

a) Annual General Meeting

Day and Date	Wednesday, 28th September, 2022 through video conferencing / OAVM.
Venue	Saurabh, Chittora Road, Harsulia Mod, DiggiMalpura Road, Tehsil-Phagi, Jaipur- 303904 (Rajasthan)
Time	01:00 pm
Financial Year	2021-22
Book Closure Dates	Friday, 23rd September, 2022 to Wednesday, 28th September, 2022
Rate of Dividend	NA
Date of Payment	NA

b) Tentative Financial Calendar (For FY 2021-22)

The tentative schedule of Financial Results of the Company is as follows:

June Quarter Ending Results (Limited Reviewed)	Within 45 days from end of quarter
September Quarter Ending Results (Limited Reviewed)	Within 45 days from end of quarter
December Quarter Ending Results (Limited Reviewed)	Within 45 days from end of quarter
March Quarter/ Year Ending Results (Audited)	Within 60 days from end of financial year

c) Listing at Stock Exchanges

The Company's shares are presently listed on BSE Ltd and National Stock Exchange of India Ltd (NSE). The Company has paid Listing fees to BSE & NSE for the financial year 2021-22. The address details of Stock exchanges are as under:

The BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400 001 Fax No.: 022-22722041	The Listing Department The National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block G, Bandra- Kurla Complex Bandra(East) Mumbai- 400 051 Fax No.: 022-26598237/38
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d) Stock Code

Stock Code for the Equity Shares of the Company at the respective Stock Exchanges is as under:

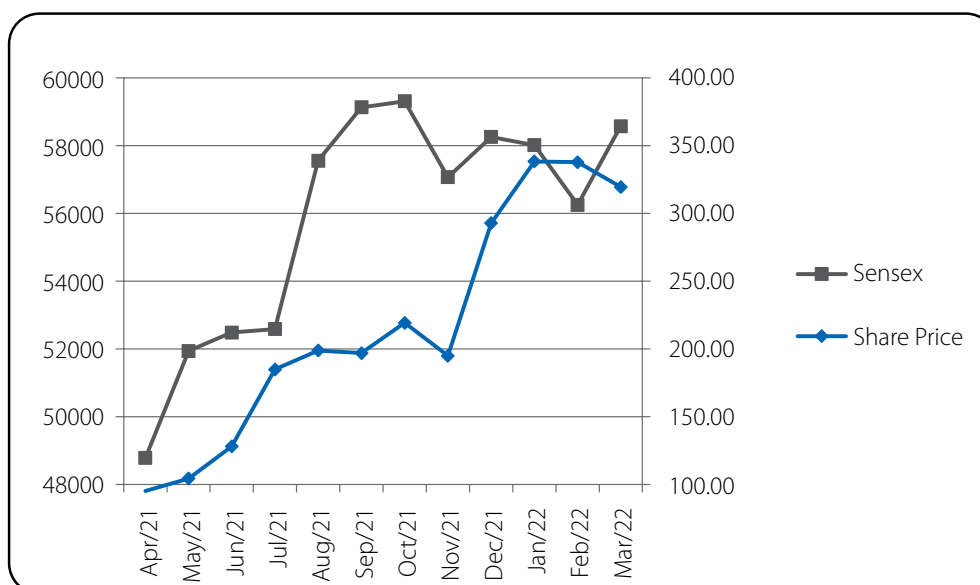
BSE Ltd : **533282**
National Stock Exchange of India Ltd. : **GRAVITA**

e) Stock Market Data

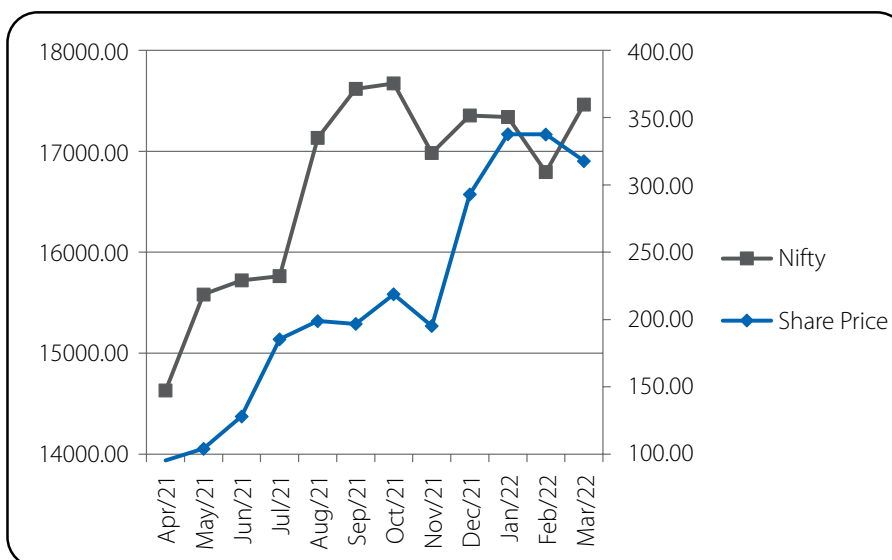
i. Market price data for the Financial Year 2021-22

Year and Month	BSE			NSE		
	High (Rs)	Low (Rs)	Volume in '000 (in No.)	High (Rs)	Low (Rs)	Volume in '000 (in No.)
April 2021	105	73	343.905	105.40	81.00	3070.715
May 2021	117.45	92.55	652.583	118.00	92.40	6865.855
June 2021	134.35	100	2158.217	134.40	100.60	15223.562
July 2021	187.55	123.55	2849.375	187.70	123.50	21297.703
Aug 2021	218.55	162.5	2043.539	218.70	163.50	18736.302
Sept 2021	221.35	186.95	1607.462	221.45	187.10	11156.545
Oct 2021	231.55	194.4	1608.201	231.90	194.30	12806.641
Nov 2021	233	189.25	1220.775	234.00	188.45	9027.312
Dec 2021	304.65	194.3	2066.191	305.80	194.00	19756.421
Jan 2022	362.5	289.7	1069.956	355.40	288.10	9866.663
Feb 2022	398.2	327.85	1051.337	398.00	329.10	8190.322
Mar 2022	375	319.45	584.011	375.00	316.40	3128.381

ii. Performance of the Company's Share Price vis-à-vis BSE Sensex during the year 2021-22:

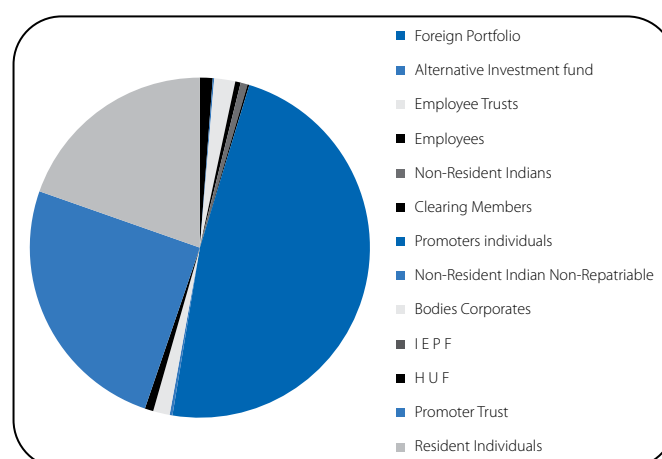


iii. Performance of the Company's Share Price vis-à-vis NSE Nifty during the year 2021-22:



f) Shareholding Pattern as on 31st March, 2022:

Category	No. of Shares	%age
Foreign Portfolio	838267	1.21
Alternative Investment fund	99308	0.14
Resident Individuals	13543229	19.62
Employee Trusts	1380500	2.00
Employees	352703	0.51
Non-Resident Indians	465203	0.67
Clearing Members	120274	0.17
Promoters Individuals	33049789	47.87
Non-Resident Indian Non-Repatriable	186960	0.27
Bodies Corporates	1092521	1.58
I E P F	698	Negligible
H U F	559439	0.81
Promoter Trust	17348025	25.13
Foreign Nationals	998	Negligible
Grand Total	69037914	100.00



g) Distribution Schedule as on 31stMarch, 2022

Nominal Value of Each Equity Share is Rs 2/-

No. of Equity Shares Held	No. of Share Holders	% of Share holders	No. of Shares	Amount (In Rs.)	% of Total Shares
1-5000	44037	99.18	7680320	15360640.00	11.12
5001- 10000	193	0.43	1415175	2830350.00	2.05
10001- 20000	86	0.19	1206960	2413920.00	1.75
20001- 30000	34	0.08	857232	1714464.00	1.24
30001- 40000	11	0.02	378823	757646.00	0.55
40001- 50000	5	0.01	231253	462506.00	0.33
50001- 100000	23	0.05	1581135	3162270.00	2.29
100001 & Above	14	0.03	55687016	111374032.00	80.66
TOTAL	44403	100.00	69037914	138075828.00	100.00

h) Corporate Identification Number (CIN)

The Company is registered with the Registrar of Companies, Jaipur, Rajasthan. The CIN allotted to the Company by the Ministry of Corporate Affairs is L29308RJ1992PLC006870.

i) Subsidiary Companies

As per definition defined under SEBI (LODR) regulations, 2015, the Company does not have any Material Subsidiary, whose Income or Net worth exceeds 20% of the consolidated income or Net Worth respectively of the Company and its subsidiaries in the immediately preceding accounting year. Further as per amendment in definition of Material Subsidiary inserted by SEBI (LODR) (Amendment) Regulations, 2018 in which limit of 20% of consolidated income or Net Worth has been revised to 10% w.e.f 01st April, 2019, there are below mentioned subsidiaries of the company which fall under the criteria of material subsidiary:

- Gravita Netherlands BV
- Gravita Mozambique LDA

j) Reconciliation of Share Capital Audit

A Qualified Practicing Company Secretary carried out the Quarterly Reconciliation of Share Capital Audit to reconcile the total admitted equity capital with National Securities Depository Limited (NSDL) and the Central Depository Services (India) Limited (CDSL) of the total issued and listed Equity Share Capital. The Report on Reconciliation of Share Capital confirms that the total issued/paid up capital of the Company admitted with depositories is in agreement with the capital of the Company listed with the Stock Exchanges. Further none of the shares of the company are lying in suspense account as on 31st March, 2022.

k) Share Transfer System

The Share transfers documents complete in all respects are registered and/or share transfers under objections are returned within stipulated time period.

l) Dematerialization of Shares and Liquidity

The Shares of Company are compulsorily traded in dematerialized form and are available for trading on both the depositories in India viz. National Securities Depository Limited (NSDL) and Central Depository Services (India) Limited (CDSL). Equity Shares of the Company representing 99.99% of the Company's Equity Share Capital are dematerialized as on 31st March, 2022 and the promoters holding of 73.00% is completely held in the dematerialized form as on 31st March, 2022. The Company's Equity Shares are regularly traded on the Bombay Stock Exchange and National Stock Exchange in dematerialized form. Under the Depository system, the International Security Identification Number (ISIN) allotted to the Company's shares is INE024L01027.

Disclosure with respect to demat suspense account/unclaimed suspense account

As on 31st March, 2022, there are no outstanding shares lying in the demat suspense account/unclaimed suspense account.

m) Green Initiative in Corporate Governance

As per the MCA Circular Nos. 17/2011 dated April 21, 2011 & 18/2011 dated April 29, 2011, Ministry of Corporate Affairs has undertaken a Green Initiative in Corporate Governance whereby the shareholders desirous of receiving notices, documents and other communication from the Company through electronic mode, can register their e-mail addresses with the Company. As a responsible citizen, your Company strongly urge our shareholders to support the Green Initiative by giving positive consent by registering/updating your email addresses with your respective Depository Participants or the Registrar and Transfer Agents of the Company, KFIN TECHNOLOGIES LIMITED for the purpose of receiving soft copies of various communications including the Annual Report.

n) Outstanding GDRs/ADRs/Warrants or Any Convertible Instruments

The Company has not issued GDRs/ADRs/Warrants or any other instruments which is convertible into Equity Shares of the Company during 2021-22.

o) Commodity Price Risk or Foreign Exchange Risk and Hedging Activities

Please refer to Management Discussion and Analysis Report for the same.

p) Credit Rating:

Rating Agency	Facility	Ratings/Outlook
Brickwork Ratings India Private Limited	Fund Based	BWR A Outlook: Stable Upgrade
	Non-Fund Based	BWR A Outlook: Stable Upgrade BWR A2+ Upgrade

q) Address for Correspondence

Shareholder's correspondence should be addressed to the Company's RTA at the address mentioned below:
Registrar and Share Transfer Agents

Mr. N Shyam Kumar

KFin Technologies Ltd

Selenium Tower B, Plot 31-32, Gachibowli,

Financial District, Nanakramguda, Hyderabad – 500 032

Phone No. 040-67162222

Email: compliance.corp@kfintech.com

Web site: www.kfintech.com

For any further assistance, the Shareholders may Contact:

Company's Corporate Office Company Secretary Gravita India Limited 402, Gravita Tower, A-27B, Shanti Path, Tilak Nagar, Jaipur – 302 004, Rajasthan, India Tel. 0141-2623266 Email: companysecretary@gravitaindia.com Web Site: www.gravitaindia.com	Registered Office Gravita India Limited 'Saurabh', Chittora Road, Harsulia Mod, Diggi – Malpura Road, Tehsil – Phagi, Jaipur – 303 904, Rajasthan, India Tel. 09928070682
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In Compliance of Regulation 46 of SEBI (LODR) Regulations, 2015, the Company has designated exclusive Email ID for redressal of Investor Grievances i.e. companysecretary@gravitaindia.com

r) During the financial year, there have been no instances where the Board of Directors of the Company has not accepted a recommendation of any committee of the Board which is mandatory in nature.

s) **Details of fees paid by the company to its Statutory Auditors:**

During F.Y. 2021-22 the company has paid following fees to its Statutory Auditors.

S. No.	Particulars	Amount Paid in F.Y. 21-22 (₹ In Lacs)
1	Statutory Audit Fees and Limited Review Report Fees	45.50
2	Certification Charges	3.15
3	Certification charges for fund raising activity	32.00
4	Out of Pocket expenses	3.98
Total		84.63

t) **Plant Locations:**

- i. 'Saurabh', Chittora Road, Harsulia Mod, Diggi – Malpura Road, Tehsil – Phagi, Jaipur –303 904, Rajasthan, India.
- ii. Plot No. 322, Mithirohar Industrial Estate, Mithirohar, Taluka Gandhidham, Gujarat.
- iii. Plot No. PA-011-006, Mahindra SEZ, Village Kalwara, Tehsil Sanganer, Distt. Jaipur.
- iv. Survey No. 233/15 to 233/30, Thiruthani Road, Ananthapuram- Panchayat Narasingarayani Pettah Post Chittoor, Andhra Pradesh.

DECLARATION regarding compliance by Board Members and Senior Management Personnel with the Company's Code of Conduct

We, Rajat Agrawal, Managing Director and Yogesh Malhotra, Whole Time Director & CEO of Gravita India Limited, hereby declare that all the members of the Board of Directors and the Senior Management Personnel have affirmed compliance with the Code of Conduct of the Company, applicable to them as laid down by the Board of Directors in terms of Schedule V of SEBI (LODR) Regulations, 2015, for the year ended 31st March 2022.

For Gravita India Limited

Date: 06.04.2022
Place: Jaipur

Yogesh Malhotra
(Whole-time Director & CEO)
DIN: 05332393

Rajat Agrawal
(Managing Director)
DIN: 00855284

Certificate on Corporate Governance

To the Members,
Gravita India Limited

We have examined the compliance of the conditions of Corporate Governance by Gravita India Limited ('the Company') for the year ended on March 31, 2022, as stipulated under Regulations 17 to 27, clauses (b) to (i) of sub-regulation (2) of Regulation 46 and para C, D and E of Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations").

The compliance of conditions of Corporate Governance is the responsibility of the Management. Our examination has been limited to a review of the procedures and implementation thereof adopted by the Company for ensuring compliance with the conditions of the Corporate Governance as stipulated in the Listing Regulations. It is neither an audit nor an expression of opinion on the financial statements of the Company.

In our opinion and to the best of our information and according to the explanations given to us and based on the representations made by the Directors and the Management, we certify that the Company has complied in all material respect with the conditions of Corporate Governance as specified under the applicable provisions of Listing Regulations.

We further state that such compliance is neither an assurance as to future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

For **Pinchaa & Co.**
Company Secretaries
Firm's U.C.N. P2016RJ051800
Firm's PR Certificate No. 832/2020

Akshit Kr. Jangid
Partner

M.No. FCS 11285
C. P. No. 16300
UDIN: F011285D000411181

Dated: 27th May, 2022
Place: Jaipur

CERTIFICATE OF NON-DISQUALIFICATION OF DIRECTORS

(pursuant to Regulation 34(3) and Schedule V Para C clause (10)(i) of the SEBI
(Listing Obligations and Disclosure Requirements) Regulations, 2015)

To,
The Members of
Gravita India Limited
Saurabh', Harsulia Mod, P.O. Harsulia,
Diggi-Malpura Road Phagi, Rajasthan-303 904

We have examined the relevant registers, records, forms, returns and disclosures received from the Directors of Gravita India Limited having CIN L29308RJ1992PLC006870 and having registered office at 'Saurabh', Harsulia Mod, Diggi-Malpura, Road Phagi, Rajasthan-303 904 (hereinafter referred to as 'the Company'), produced before us by the Company for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V Para-C Sub clause 10(i) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In our opinion and to the best of our information and according to the verifications (including Directors Identification Number (DIN) status at the portal www.mca.gov.in) as considered necessary and explanations, representations furnished to us by the Company & its officers, We hereby certify that none of the Directors on the Board of the Company as stated below for the Financial Year ending on 31st March, 2022 have been debarred or disqualified from being appointed or continuing as Directors of companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs, or any such other Statutory Authority:

S. No.	Name of Director	DIN	Date of appointment in the Company
1.	Mahavir Prasad Agarwal	00188179	27/03/2007
2.	Rajat Agrawal	00855284	04/08/1992
3.	Dinesh Kumar Govil	02402409	30/06/2009
4.	Arun Kumar Gupta	02749451	11/08/2009
5.	Yogesh Malhotra	05332393	31/03/2019
6.	Chanchal Chadha Phadnis	07133840	24/03/2015

Ensuring the eligibility of the appointment / continuity of every Director on the Board is the responsibility of the management of the Company. Our responsibility is to express an opinion on these based on our verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company

For **Pinchaa & Co.**
Company Secretaries
Firm's U.C.N. P2016RJ051800
Firm's PR Certificate No. 832/2020

Akshit Kr. Jangid
Partner

M.No. FCS 11285
C. P. No. 16300
UDIN: F011285D000411542

Dated: 27th May, 2022
Place: Jaipur

CEO/CFO Certification

To
The Board of Directors
Gravita India Limited
Jaipur

We, Yogesh Malhotra, CEO & Whole-time Director (DIN: 05332393), and Sunil Kansal, CFO of the Company, hereby certify to the Board that:

- A. We have reviewed financial statements and the cash flow statement for the year ended 31st March, 2022 and that to the best of our knowledge and belief:
 1. These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;
 2. These statements together present a true and fair view of the company's affairs and are in compliance with existing Accounting Standards, applicable laws and regulations.
- B. There are, to the best of our knowledge and belief, no transactions entered into by the company during the year which are fraudulent, illegal or violative of the company's Code of Conduct.
- C. We accept responsibility for establishing and maintaining internal controls for financial reporting and that we have evaluated the effectiveness of internal control systems of the company pertaining to financial reporting and we have disclosed to the auditors and the Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which we are aware and the steps we have taken or propose to take to rectify these deficiencies.
- D. We have indicated to the Auditors and the Audit committee:
 1. Significant changes in internal control over financial reporting during the year;
 2. Significant changes in accounting policies during the year and that the same have been disclosed in the notes to the financial statements; and
 3. Instances of significant fraud of which we have become aware and the involvement therein, if any, of the management or any employee having a significant role in the company's internal control system over financial reporting.

For **Gravita India Limited**

Dated: 19th May, 2022
Place: Jaipur

Yogesh Malhotra
(CEO & Whole-time Director)
DIN: 05332393

Sunil Kansal
(CFO)