

PHAARMASIA LIMITED

CIN: L24239TG1981PLC002915

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POLICY ON PRESERVATION OF DOCUMENTS

1. Legal Framework

Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”) imposed certain obligations and disclosure requirements on all listed entities, one of the common obligations for all listed entities pursuant to Regulation 9 being to formulate and put in place a policy for preservation of documents.

The Board of Directors of PHAARMASIA LIMITED (“the Company”) is required to formulate a policy for “Preservation of Documents” to comply with the requirements of Regulation 9 of the Listing Regulations.

In any circumstance, where the terms of this policy differ from any existing or newly enacted law, rule, regulation or standard governing the Company, the law, rule, regulation or standard will take precedence over this Policy and procedures until such time as this Policy is changed to conform to the law, rule, regulation or standard.

Effective Date

This Policy is effective December 1, 2015.

2. Definitions

- A. “Act” means the Companies Act, 2013 and rules made there under, as amended from time to time
- B. “Board of Directors” or “Board” shall mean the Board of Directors of PHAARMASIA LIMITED, as constituted from time to time.
- C. “Company” shall mean “PHAARMASIA LIMITED”.
- D. “Documents” shall mean all papers, records, files, books, tapes, CDs, DVDs, electronic storage devices, including notice, requisition, order, declaration, form and register, whether issued, sent or kept in pursuance of Companies Act, 2013 and the like as required to be maintained under any law or regulation for the time being in force maintained on paper or in electronic form.
- E. “Listing Regulations” shall mean Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”).
- F. “Key Managerial Personnel” or “KMP” shall have the same meaning ascribed to it under the Act.

G. "Financial Year" shall have the same meaning as described to it under the Act.

The words or expressions used but not defined herein, but defined under Companies Act, 2013 or the SEBI Regulations shall have the same meaning as assigned therein.

3. Objective

This policy sets the standards for managing, storing and preservation of documents of the Company broadly classified in the following two categories:

A. The documents of a permanent nature (listed in Annexure 1) shall be maintained and preserved permanently by the Company subject to the modifications, amendments, additions, deletions or any changes made therein from time to time.

Provided that all such modifications, amendments, additions, deletions in the documents shall also be preserved permanently by the Company.

B. The documents to be maintained and preserved for a specified time period (8 years) after completion of the relevant transactions (listed in Annexure-2) shall be preserved by the Company for the term not less than eight years after completion of the relevant transactions subject to the modifications, amendments, additions, deletions or any changes made therein from time to time.

Provided that all such modifications, amendments, additions or deletions in the documents shall also be preserved for a term not less than eight years.

Provided further that the Company may keep the documents as specified above in an electronic mode.

4. Roles & Responsibilities

The respective Departmental Heads of the Company shall be responsible for maintenance, preservation and destroying of documents in respect of the areas of operations falling under the charge of each of them, in terms of this policy.

Notwithstanding the general guidelines, care should be taken by the respective departments to ensure that records of special nature such as unsatisfied claims by or against the Company, suits pending in courts, tribunals, quasi judicial and other mediation and alternate dispute, industrial disputes, etc. are preserved according to specific needs and even beyond the prescribed period.

Also, in the case of statutory records such as licenses, certificates, sanctions, approvals, etc. from Government/ Statutory Bodies, care should be taken to maintain and preserve the records in accordance with the specific guidelines/instructions, if any, by the issuing authority.

5. Preservation Location

The preservation location will be the concerned department. If the location is other than the concerned department, the same should be documented and kept in a file for reference purpose in the respective department. In case of critical documents which need to be preserved for very long periods or permanently, the same shall be preserved in fire proof or other such secure cabinets

6. General

Notwithstanding anything contained in this policy, the Company shall ensure compliance with any additional requirements as may be prescribed under any laws/regulations either existing or arising out of any amendment to such laws/regulations or otherwise and applicable to the Company, from time to time.

7. Destruction Of Documents

After the expiry of the statutory retention period, the preserved documents may be destroyed in such mode under any instructions approved by the department head(s). Destruction of documents as a normal administrative practice will also be followed for the records which are duplicate/unimportant/irrelevant. This applies to both Physical and Electronic Documents.

8. Communication And Dissemination Of The Policy

For all new Employees, a copy of this policy shall be handed over as a part of the joining documentation, along with other HR related policies. For all existing Employees and Directors, a copy of this policy shall be posted on the intranet of the Company.

9. Amendments

The Board may subject to the applicable laws amend any provision(s) or substitute any of the provision(s) with the new provision(s) or replace this policy entirely with a new policy. However, no such amendment or modification shall be inconsistent with the applicable provisions of any law for the time being in force.

GENERAL AUTHORISATION

The Policy shall be reviewed on a periodic basis and the Chairman and Managing Director and Whole-time Director are authorized jointly (by any two) to make such changes as may be deemed necessary or as warranted by law.

Annexure 1
Documents whose preservation shall be permanent in nature

| S.No | Nature of Document(s) |
|-------------|--|
| 1. | Registration Certificates |
| 2. | Licenses & Statutory Approvals |
| 3. | Statutory Registers required under applicable laws |
| 4. | Audited financial statements |
| 5. | Minutes of General Meeting |
| 6. | Minutes of Board Meeting |
| 7. | Minutes of various Committee Meetings |
| 8. | Material Agreements/Contracts |
| 9. | Orders issued by Courts/Statutory bodies |
| 10. | Investment Documents/proofs including certificates etc. |
| 11. | Any other document as may be required to maintain permanently in terms of applicable law(s), maintained and preserved from time to time. |

Annexure 2
Documents with preservation period of not less than eight years after completion of the relevant transactions

| S.No | Nature of Document(s) |
|-------------|--|
| 1. | Books of Accounts |
| 2. | Annual Return(s) |
| 3. | Personnel Documents |
| 4. | Insurance Policies/ Claims under various policies |
| 5. | Correspondences with Departments/shareholders |
| 6. | Non-Statutory Registers/Documents |
| 7. | Films, Videos, CDs, DVDs, tapes, etc. |
| 8. | Any other document as may be required to maintain in terms of applicable law(s), maintained and preserved from time to time. |