

POLICY ON PRESERVATION AND ARCHIVAL OF DOCUMENTS

Effective : 29th January, 2016

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1. Preamble

The Board of Directors of Gabriel India Limited has approved the Policy on Preservation and Archival of Documents (“The Policy”) on January 29, 2016. This Policy has been formulated in accordance with the Regulation 9 read with Regulation 30(8) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

2. Objective

The objective of this Policy is to ensure that all the necessary documents and records of the Company are adequately protected and preserved as per the statutory requirements and as defined here under. This Policy facilitates the employees in handling the documents efficiently either in physical form or in electronic form. It also covers the various aspects on preservation of the documents, their archival and safe disposal/destruction.

3. Definitions

- A. “**Authorised Person**” means the functional head of the concerned department or any other person duly authorised by the Board or the Managing Director of the Company.
- B. “**Board of Directors**” or “**Board**” shall mean the Board of Directors of Gabriel India Limited, as constituted from time to time.
- C. “**Company**” shall mean “**Gabriel India Limited**”.
- D. “**Documents**” shall mean all papers, records, files, books, tapes, CDs, DVDs, electronic storage devices etc., and the like as required to be maintained under any law or regulation for the time being in force.
- E. “**Listing Regulations**” shall mean Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”).

4. Classification for Preservation of Documents

The preservation of Documents shall be done in the following manner:

Class A Documents: Documents which are to be preserved permanently, either under Applicable Law or as determined by the Authorised Person. An indicative list of Class A Document has been set out at *Annexure I*.

Class B Documents: Document which are required to be preserved for not less than eight years after the completion of the relevant transactions under Applicable Law or as determined by the Authorised Person. An indicative list of Class B Document has been set out at *Annexure II*.

Class C Documents: Documents not covered in Class A and B above, whether required to be preserved under Applicable Law or determined by the Authorised Person.

The documents under Class C shall inter-alia cover the documents which are required to be preserved for their minimum retention period as described in the Technical Specification Manual (TS Manual) that has been circulated internally to all departments of Plants located at several places and subsequent amendments thereto.

5. Roles and Responsibilities

This policy is applicable to all departments and plants of the Company. Each employee shall abide by the Policy. The Authorised Person shall guide the employees and ensure that they identify and classify documents and take appropriate action with regard to their preservation in accordance with this Policy. The Authorised Person 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.

6. Custody of the Documents

Subject to the applicable Law, the custody of the documents shall be with the Authorised Person.

Important original documents shall be kept in a secure location. Electronic data shall be backed-up by the IT department.

Notwithstanding anything contained elsewhere in the Policy but subject to the requirements of Applicable Law, the Authorised Person may permit other means of storage including usage of a third party service provider or a centralized system of storage for the Preservation of Documents.

Notwithstanding anything contained above, where any documents are required to be maintained at the Registered Office of the Company, then they shall be maintained at such place.

7. Destruction of documents

After the expiry of the retention period, the preserved documents as classified above may be shredded or destroyed in such mode under any instructions approved by the Authorised Person. However for secrecy, the Authorised Person should ensure that no preserved document in physical mode, after the retention period, be sold out in the market or reused. Destruction of documents as a normal administrative practice will also be followed for the records which are duplicate/unimportant/irrelevant.

Where there is no such requirement of the statutory retention period, the documents may be retained for such period and then destroyed, as deemed fit by the Authorised Person.

In the event the Company is served with any Notice for documents from any of the Statutory Authorities or any Litigation is commenced by or against the Company, than the destruction of documents which are subject matter of Notice/Litigation, etc. shall be suspended till such time the matter is settled or resolved or disposed of. The Authorised Person shall immediately inform all concerned employees of the Company for suspension of further destruction of documents.

8. Register of documents destroyed

A register of the Documents disposed/destroyed shall also be maintained. It shall state the brief particulars of the Documents destroyed, date of disposal/destruction and the mode of destruction. The entries in the register shall be authenticated by the Authorised Person.

The format of the register has been set out at *Annexure III*.

9. Dissemination of this 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 e-mailed / handed over within one month of the adoption of this Policy by the Board of Directors of the Company and shall also be posted on the web-site of the Company.

10. Archiving of Documents which are hosted on the Company's website

The Company is required to disseminate and host the information and documents on its website under various provisions of the Listing Regulations, Companies Act, 2013 and other applicable laws. The Company is also required to frame an Archival Policy to shift such information and documents in Archives.

The list of information and documents to be disseminated by the Company on its website along with the period of hosting and archiving has been set out at *Annexure IV*.

10. 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.

11. Amendment

Any change in the Policy shall be approved by the Board of Directors of the Company. The Board of Directors shall have the right to withdraw and / or amend any part of this Policy or the entire Policy, at any time, as it deems fit, or from time to time, and the decision of the Board in this respect shall be final and binding.

Annexure - I**Documents whose preservation shall be permanent in nature**

| S.No | Nature of Document(s) |
|-------------|--|
| 01 | Registration Certificates |
| 02 | Licenses & Statutory Approvals |
| 03 | Statutory Registers required under applicable laws |
| 04 | Audited financial statements |
| 05 | Minutes of General Meeting |
| 06 | Minutes of Board Meeting |
| 07 | Minutes of various Committee Meetings |
| 08 | Material Agreements/Contracts |
| 09 | 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 - II**Documents with preservation period of not less than eight years after completion of the relevant transactions**

| S.No | Nature of Document(s) |
|-------------|--|
| 01 | Books of Account together with relevant vouchers (Not less than 8 financial year) |
| 02 | Instrument Creating a Charge or modification thereon(8 years from the date of satisfaction of charge) |
| 03 | Register of debenture holders or any other security holders (8 years from the date of redemption of debentures or securities)(MGT-2) |
| 04 | Copies of all annual returns prepared under Section 92 of the Companies Act, 2013 and copies of all certificates and Documents required to be annexed thereto (8 years from date of filing with the Registrar) |
| 05 | Foreign register of debenture holders or any other security holders (8 years from the date of Redemption) |
| 06 | All notices pertaining to disclosure of interest of directors(MBP-1)for a period of 8 years from the end of the financial year to which it relates) |
| 07 | All certificates surrendered to a company (3 years from date of surrender) |
| 08 | Register of deposits (not less than 8 years from the date of last entry) |
| 09 | The postal ballot and all other papers relating to postal ballot including voting by electronic means, (as long as they remain current or for 8 financial years), whichever is later. |
| 10 | All books and documents relating to the issue of share certificates, including the blank forms of share certificates not less than 30 years |
| 11 | Attendance Register for Board Meeting and recording of attendance of Meetings through Electronic Mode (8 Financial years)(SS-1) |

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|----|---|
| 12 | Copies of Notices, Agenda, Notes on Agenda and papers related to Board Meeting. (8 Financial Years) (SS-1) |
| 13 | Office copies of Notices, scrutiniser's report, and related papers (as long as they remain current or for 8 financial years), whichever is later (SS-2) |
| 14 | Personnel Documents |
| 15 | Insurance Policies under various policies |
| 16 | Any other document as may be required to maintain in terms of applicable law(s), maintained and preserved from time to time. |

Annexure - III**The format of the register of Documents disposed/destroyed –**

| Particulars of document | Date of destruction | Mode of destruction | Initials of the Authorised person |
|-------------------------|---------------------|---------------------|-----------------------------------|
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Annexure – IV**Time period for disclosure of information and documents on Company's website and thereafter in Archives.**

| Sl. No. | Nature of information / document | To be hosted on the website | In Archives |
|---------|---|---|------------------------------------|
| 1. | Details of its business | Permanently, to be updated from time to time. | - |
| 2. | Terms and conditions of appointment of independent director(s) | Up to tenure of the Independent director | To be kept in Archives for 3 years |
| 3. | Composition of various committees of board of directors | Permanently, to be updated from time to time. | - |
| 4. | Code of conduct of board of directors and senior management personnel | Permanently, to be updated from time to time. | - |
| 5. | Details of establishment of vigil mechanism/ Whistle Blower policy | Permanently, to be updated from time to time. | - |
| 6. | Policy on dealing with related party transactions | Permanently, to be updated from time to time. | - |

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|-----|---|--|------------------------------------|
| 7. | Policy for determining 'material' subsidiaries | Permanently, to be updated from time to time, as and when applicable | - |
| 8. | Details of familiarization programmes imparted to independent directors including the | | |
| | (i) number of programmes attended by independent directors (during the year and on a cumulative basis till date), | 5 years | To be kept in Archive for 3 years |
| | (ii) number of hours spent by independent directors in such programmes (during the year and on cumulative basis till | 5 years | To be kept in Archive for 3 years |
| | (iii) other relevant details | 5 years | To be kept in Archive for 3 years |
| 9. | The email address for grievance redressal and other relevant details | Permanently, to be updated from time to time. | - |
| 10. | Contact information of the designated officials of the listed entity who are responsible for assisting and handling investor | Permanently, to be updated from time to time. | - |
| 11. | Financial information including: | | |
| | (i) notice of meeting of the board of directors where financial results shall be discussed | 1 year | To be kept in Archive for 1 year |
| | (ii) financial results, on conclusion of the meeting of the board of directors where the financial results were approved | 5 years | To be kept in Archive for 1 year |
| | (iii) complete copy of the annual report including balance sheet, profit and loss account, directors report, corporate governance report etc. | 5 years | To be kept in Archive for 3 years. |
| 12. | Shareholding pattern | 3 years | To be kept in Archive for 2 years. |
| 13. | Details of agreements entered into with the media companies and/or their associates, etc. | For life time of the agreement | To be kept in Archives for 1 year |

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|-----|---|--|-----------------------------------|
| 14. | Schedule of analyst or institutional investor meet and presentations made by the listed entity to analysts or institutional investors simultaneously with submission to stock exchange | 1 year | To be kept in Archives for 1 year |
| 15. | New name and the old name of the listed entity for a continuous period of one year, from the date of the last name change | 1 year | To be kept in Archives for 1 year |
| 16. | Copies of advertisements published in Newspapers: | | |
| | (a) notice of meeting of the board of directors where financial results shall be discussed | 1 year | To be kept in Archive for 1 year |
| | (b) financial results, as specified in regulation 33, along-with the modified opinion(s) or reservation(s), if any, expressed by the auditor. | 1 year | To be kept in Archive for 1 year |
| | (c) statements of deviation(s) or variation(s) as specified in sub-regulation (1) of regulation 32 on quarterly basis, after review by audit committee and its explanation in directors report in annual report | 1 year | To be kept in Archive for 1 year |
| | (d) notices given to shareholders by advertisement. | 1 year | To be kept in Archive for 1 year |
| 17. | Disclosures made on the website of all such events or information which has been disclosed to the stock exchanges under Regulation 30 of the Listing Regulations. | 5 years | To be kept in Archive for 1 year |
| 18. | Other information or documents as may be prescribed / amended under applicable Laws or by Authorised person | Permanent or for such time period as may be prescribed there under | To be kept in Archive for 1 year |