

Risk Management Policy

Introduction

The Company recognizes that risk management is an integral part of good management practice and fully supports risk management as an integral element in its governance process. Therefore aims at adopting risk management approach in their planning, approval, review, and control process. The purpose of this policy is to establish the systems and processes required to manage the risks involved in the Company's activities so as to maximize opportunities and minimize negative outcome.

Policy Objective:

The objective of this policy is to ensure that the Board, its Audit Committee and its executive management should collectively identify the risks impacting the Company's business and document their process of risk identification, risk minimization, risk optimization as a part of a risk management policy or strategy.

Risk Mitigation Strategy:

The Company recognizes that risk is an integral and unavoidable component of business and is committed to managing the risk in a proactive and effective manner. The Company believes that the Risk cannot be eliminated. However, it can be

- a. Assigned to another party, who is willing to take risk, say by buying an insurance policy or entering into a forward contract;
- b. Reduced, by having good internal controls;
- c. Avoided, by not entering into risky businesses;
- d. Retained, to either avoid the cost of trying to reduce risk or in anticipation of higher profits by taking on more risk, and;
- e. Shared, by following a middle path between retaining and assigning risk.

In today's challenging and competitive environment, strategies for mitigating inherent risks in accomplishing the growth plans of the Company are imperative. The common risks inter alia are: Regulations, competition, Business risk, Technology obsolescence, Investments, retention of talent and expansion of facilities.

Business risk, inter-alia, further includes financial risk, political risk, legal risk, etc. For managing Risk more efficiently the company would need to identify the risks that it faces in trying to achieve the objectives of the Company. Once these risks are identified, the risk

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manager would need to evaluate these risks to see which may have critical impact on the Company and which may not have significant impact to deserve further attention.

As a matter of policy, these risks are assessed and steps as appropriate are taken to mitigate the same.

Risk Management Framework:

Objectives must exist before management can identify potential events affecting their achievement. It ensures that management has in place a process to set objectives and that the chosen objectives support and align with the Company's mission and are consistent with its risk appetite.

The Objectives of the Company can be classified into:

i. Strategic:

- Organizational Growth;
- Comprehensive range of project verticals;
- Sustenance and Growth of Strong relationships with contractors/ sub-contractors/authorities/end users;
- Expanding our presence in existing markets and penetrating new geographic markets;
- Continuing to enhance our industry expertise;
- Enhance our capabilities through technology alliances and acquisitions.

ii. Operations:

- Consistent Revenue growth;
- Consistent profitability;
- Effective and timely execution of projects;
- Further develop Culture of Innovation;
- Attract and retain quality technical associates.

iii. Reporting:

- Maintain high standards of Corporate Governance.

iv. Compliance:

- Ensure stricter adherence to policies, procedures and laws/ rules/ regulations/ standards.



The Company considers activities at all levels of the organization, viz., Enterprise level; Division level; Business Unit level; Subsidiary and Joint Venture level are considered in the risk management framework. All these components are interrelated and drive the Enterprise Wide Risk Management with focus on three key elements, viz.

- (1) Risk Assessment;
- (2) Risk Management;
- (3) Risk Monitoring

(1) RISK ASSESSMENT

Risks are analysed, considering likelihood and impact, as a basis for determining how they should be managed. Risk Assessment consists of a detailed study of threats and vulnerability and resultant exposure to various risks. To meet the stated objectives, effective strategies for exploiting opportunities are to be evolved and as a part of this, key risks are identified and plans for managing the same are laid out.

(2) RISK MANAGEMENT AND RISK MONITORING

In the management of Risk the probability of risk assumption is estimated with available data and information and appropriate risk treatments worked out in the following areas:

- Economic Environment and Market conditions;
- Fluctuations in Foreign Exchange;
- Political Environment;
- Competition;
- Revenue Concentration;
- Inflation and Cost Structure;
- Technological Obsolescence;
- Financial Reporting Risks;
- Legal Risk;
- Compliance with Local Laws;
- Project Management;
- Environmental Risk Management;
- Human Resource Management.



(3) Risk Mitigation Measures Adopted by the Company:

The Company has adopted the following measures to mitigate the risk arising out of Business Operation, Liquidity, Credit, Industry, Human Resource, Disaster, System, Legal, etc.

- The Company functions under a well-defined organization structure.
- Flow of information is well defined to avoid any conflict or communication gap between two or more Departments.
- Second level positions are created in each Department to continue the work without any interruption in case of non-availability of functional heads.
- Effective steps are being taken on a continuing basis taking various changing scenarios in the market.
- Annual and quarterly budgets are prepared and put up to management for detailed discussion and an analysis of the nature and quality of the assumptions, parameters etc.
- Cash management services are availed from Bank to avoid any loss of interest on collections;
- Exposures to Foreign Exchange transactions are supported by LCs and Bank guarantees and steps to protect undue fluctuations in rates etc.
- Systems put in place for assessment of creditworthiness of contractors/sub-contractors/ dealers/vendors/ end-users.
- Provision for bad and doubtful debts made to arrive at correct financial position of the Company.
- Appropriate recovery management and follow up.
- Required materials are procured from different sources at competitive prices.
- Alternative sources are developed for uninterrupted supply of required materials.
- Company has proper recruitment policy for recruitment of personnel at various levels in the organization.
- Proper appraisal system for revision of compensation on a periodical basis has been evolved and followed regularly.
- Employees are trained at regular intervals to upgrade their skills.
- Labour problems are obviated by negotiations and conciliation.
- Activities relating to the Welfare of employees are undertaken.
- Employees are encouraged to make suggestions and discuss any problems with their Superiors.
- The properties of the company are insured against natural risks, like fire, flood, earthquakes, etc. with periodical review of adequacy, rates and risks covered under professional advice.



- Employees of the Company are covered under ESI, EPF, etc., to serve the welfare of the workmen.
- IT department maintains repairs and upgrades the systems on a continuous basis with personnel who are trained in software and hardware.
- Password protection is provided at different levels to ensure data integrity.
- Licensed software is being used in the systems.
- The Company ensures "Data Security", by having access control/restrictions.
- The Legal department vets all legal and contractual documents with legal advice from Legal retainers for different branches of legislation.
- Contracts are finalized as per the advice from legal professionals and Advocates.
- Insurance policies are audited to avoid any later disputes.
- Timely payment of insurance and full coverage of properties of the Company under insurance.
- Internal control systems for proper control on the operations of the Company and to detect any frauds.

For and on behalf of the Board of Directors



Vikas Joshi

Managing Director and CEO

Date: 28/01/2015
Place: New Delhi

