



## **DAR ES SALAAM TEXTILE MILLS LIMITED**

**House No 37,  
Street No 14, Cavalry Ground,  
LAHORE – 54662, PAKISTAN**

Telephone No. +92 42 36610643-4  
Email: info@daressalaamtextilemills.com

### **Terms of Reference of the HR & Remuneration Committee:**

The Committee shall be liable for following responsibilities:

- Recommend to the Board of Directors for maintaining HR Management Policies;
- Recommend to the Board for consideration and approval of a policy framework for determination of remuneration of Directors (both executive and non-executive directors and members of senior management);
- Recommend to the Board selection, evaluation, development and compensation (including retirement benefits) Chief Operating Officer, Chief Financial Officer, Company Secretary and Head of Internal Audit;
- Consider and approve recommendations of Chief Executive Officer on such matters for key management positions who report directly to Chief Executive Officer or Chief Operating Officer; and
- Undertake annually a formal process of evaluation of performance of the Board as a whole and its committees either directly or by engaging external independent consultant.