

**Boards, Councils, Committees and other Bodies constituted as part of the Public Authority**

1. Meetings of Board, Committees and other Bodies are not open to the Public, or the minutes of such meetings are not made accessible for public as the nature of business of HAL is that of a Strategic Defence Establishment.
2. The Company is managed on sound professional and ethical lines for the optimal benefit of all the stakeholders' viz. shareholders, employees, customers and the community at large. Besides complying with the statutory requirements of the principles of Corporate Governance i.e. constitution of Board and Audit Committee, disclosure under Companies Act, compliance of Accounting Standards etc., the Company has set its own guidelines for good governance. These Guidelines include:
  - Ethical standards to be followed in order to provide goods and services of highest standard in a complaint free environment. The Citizen Charter of the Company contains ethical standards to be followed. Integrity, Credibility, Quality (ICQ) are the three values being practiced across the Organisation to provide a value frame work.
  - Explicit rules, regulations and procedures have been laid down in various areas in order to observe transparency in decision making. These rules are updated from time to time. With increased use of IT (ERP under implementation), the levels of transparency has further gone up.
  - Accountability follows from transparency. Performance parameters/ levels are laid down, i.e. Company level, Complex level, division level and further broken down to the level of officers. Performance is reviewed at appropriate levels in the Ministry of Defence, Board of Directors, Sub-Committees of Board, Chairman and Committee of Full Time Directors. Besides, achievement of targets is one of important criterion for evaluation of performance of an executive.
  - The Board and its sub-Committees viz. Audit Committee, Nomination and Remuneration Committee, CSR & SD Committee, Stakeholders Relationship Committee, Risk Management Committee, IPO Committee, Management Committee, Procurement Sub-Committee and Technology and Design Policy Committee meet periodically to discuss and approve various proposals and to review and monitor the performance of the Company in various areas. The Committees provide guidance and directions for sustained growth, diversification and firming up future plans of the Company.
3. Board Meeting:

The Company has devised an effective control mechanism at Board level to monitor the performance of effective management. Information on the performance in a structured format is regularly put up to the Board of Directors for evaluation.
4. Committees of the Board

The Board of Directors has constituted the sub-committees with specific terms of reference. The proceedings of the meetings of the Committees are reported to the Board of Directors. Please refer Investors section on our website for present constitution of the statutory Committee.