

**N.K.
Industries Ltd**

14th December, 2015

To,

National Stock Exchange of India Limited Exchange Plaza, Plot C-1, 'G' Block, ISB Centre, Bandra-Kurla Complex, Bandra (East), Mumbai-400 051. Company Code No. NKIND	Bombay Stock Exchange Limited Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001. Company Code No. 519494
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Sir,

Subject:- Appointment of a Company Secretary as a Compliance Officer of N K Industries Limited

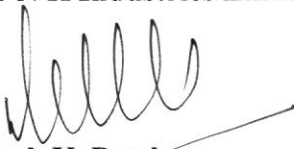
Ref: N K Industries Limited (Scrip Code: 519494)

We are hereby pleased to inform you that we have appointed Ms. Heena Jain a Company Secretary, as a Company Secretary and Compliance Officer of the Company w.e.f 14th December, 2015.

We therefore request you to kindly take note of the same.

Thanking You,

**Yours faithfully,
For N K Industries Limited**


Nilesh K. Patel
Managing Director



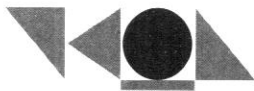
Encl: Letter of Appointment dated 14/12/2015 to Ms. Heena Jain duly received by her.

Regd. Office : 7th Floor,
Popular House, Ashram Road,
Ahmedabad - 380 009.
India.

Phone : 91-79-66309999
Fax : 91-79-26589214
E-mail : nkil@icenet.co.in

Plant : 745, Kadi-Thor Road,
Kadi - 382 715. Dist. Mehsana (N.G.)
Tele : (02764) 242613, 263884
Fax : (02764) 263667
Email : nkilkadi@yahoo.co.in

CIN No. : L91110GJ1987PLC009905



N.K. Industries Ltd

14th December, 2015

To,
Ms. Heena P. Jain,
26, Mangaldhwani Soc,
Ramrajya Nagar, National Highway-8,
Odhav, Ahmedabad – 382415.

APPOINTMENT LETTER

Dear Ms. Jain,

We thank you for accepting the letter of offer for your appointment as a Company Secretary of N K Industries Limited.

Pursuant to your consenting, we are pleased to inform you that upon the recommendation of the Nomination and Remuneration Committee and subject to the approval of the Board of Directors of the Company you are appointed as a Company Secretary of N K Industries Limited w.e.f 14th December, 2015. Your appointment will be on the following terms and conditions which shall be subject to the approval of the Board of Directors with or without any modifications therein.

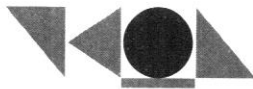
- 1) You will be paid Monthly Gross Salary-17,007+Bonus-1666/- (Total-20,000/- CTC) per month as remuneration and salary which includes values of the benefits available to the regular employees of the company such as bonus etc. Such remuneration will be paid on Monthly Basis the applicable amount of income tax as TDS, Professional Tax and any other applicable taxes will be deducted from such amount.
- 2) You will be based at Ahmedabad. However, your services are transferable at any place in India, as per the requirements of the company or if so required in any other organization that the company may deem fit in the above capacity or any other capacity.
- 3) Your appointment is and shall be subject to the rules and regulations of the Company in force from time to time.

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- 4) You agree and undertake that during the continuation of your employment with us:
 - a) You shall not associate, in any capacity whatsoever directly or through any one else either part time or full time, with or without remuneration or on honorary basis with any business of an individual, company, partnership firm or concern without obtaining prior written permission of the Company.
 - b) The provisions of clause (a) shall not restrict or prejudice other rights and remedies available with the Company.
- 5) The Company has adopted a conflict of Interest Policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the Company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company and/or not.

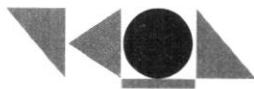
Noted below are a few examples of "Conflict of Interest"

1. For an employee to serve in or be associated with any company or organization doing or seeking to do business with the company or affiliated in any capacity.
2. For an employee to use or release to a third party any data on decision, plans, competitive bids or any other information and knowledge concurring the Company.
3. For an Employee;
 - a) To accept commission, a share in profits or other payments, loans, (other than with established banking or financial institutions) services, from any individual or organization doing or seeking to do business with Company.
 - b) To have an interest in any organization which has business dealing with any Company, firm or individual who is seeking to become a contractor, supplier or customer including all such organizing similar business like Company.

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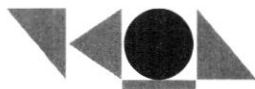
N.K. Industries Ltd

- 6) You shall conduct yourself with discipline and professional ethics within the Company as well as outside and shall make your best efforts to protect and the interest of the Company to the maximum extent possible.
- 7) You can not join any other Company/Organization engaged in similar or related products and/or business for the period of three years from your relieving date from the Company and in such incident Company have absolute right to file a claim and/or suit of damage which will be unconditionally binding to you.
- 8) Your services may be terminated by either side by giving 30 days' notice or replacement by a suitable candidate. During such period of notices no leaves or sick leaves will be adjusted and clear 30 days working will be required.
- 9) Your services shall be terminated forthwith or without any notice if at any time during the currency of employment, you are found guilty of misconduct, an act of indiscipline, disobedience, insubordination, incivility, insobriety, dishonesty or corrupt practice or breach of any of the terms and conditions of this appointment letter or if you are found to be unfit or incompetent to discharge the duties attached to your office or entrusted to you, or if you are declared bankrupt or insolvent. Incase of loss of confidence by Company, you will be terminated with immediate effect.
- 10) You will be required to undergo the medical test/examination as and when asked by the Company and if you are found medically / physically unfit, you will be immediately discharged from the services of the Company.
- 11) In the event of any dispute, Kadi/ Ahmedabad depending upon nature of the dispute will be treated as the place where the dispute has arisen, hence the dispute will be subject to above said Jurisdiction only, irrespective of the place of your posting at the time of arising of dispute.
- 12) The age of retirement is 58 years and such as you will automatically retire on completion of age of 58 years.
- 13) At present your posting will be at Ahmedabad.

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You are requested to return the duplicate copy of this appointment letter duly signed by you as a token of your acceptance of the terms and conditions of this appointment letter.

Thanking you,

Yours faithfully,

FOR, N.K. INDUSTRIES LTD.


MANAGING DIRECTOR



I have carefully read and have fully understood all above terms and conditions of my employment stated above and I hereby accept and state bound by them unconditionally.

I acknowledge receipt of the appointment letter in original and the second copy is delivered to Company.

Place: *Ahmedabad*

Signature of Applicant: *Heena Jain*

Date: *14/12/2015*

Name: *Ms. Heena P. Jain*

Witness Sign:

H. K. Patel
Name: *Mr. Hasmukh K. Patel*

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