



HR DEPARTMENT
HARRISONS MALAYALAM LIMITED

HML Policy
Applicable to SBU-B Executives
Amendments & Revised Guidelines
Notification

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**Policy Note Applicable to SBU B Executives in Grades IV, V and VI
with effect from 1st July 2015**

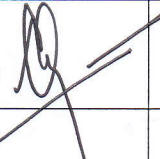
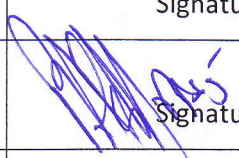
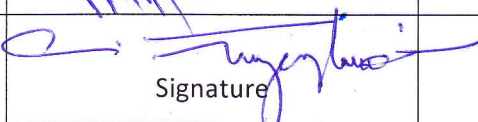
Medical Reimbursement for Dependants

The medical reimbursement for dependants is revised as follows with effect from 1st July 2015:

Grade IV : Actuals for dependant spouse and children up to the age of 23 or date of marriage, whichever is earlier.

Grades V and VI : Actuals subject to a maximum of 2 months' basic for dependant spouse and children up to the age of 23 or date of marriage, whichever is earlier

Please note however, for the purpose of calculation of CAP and CTC an amount equal to one month's basic salary will only be considered

Proposed By:	Cherian M. George Vice President – HR	Signature 	Date 20-7-15
Approved By:	P. A. Krishnamoorthy CFO – SBU B	Signature 	Date 21.7.15
Sanctioned By:	C. Vinayaraghavan President – HML SBU B	Signature 	Date 21/7/15