



# **RECORDED MUSIC PERFORMANCE LTD**

## **WELFARE POLICY**

### **Purpose:**

To promote a harmonious working environment that brings in a qualitative change in the lives of the Members of Recorded Music Performance Ltd.

### **Introduction:**

Healthy & Prosperous Music Industry environment is necessary to enable Members to perform their functions productively towards achieving Industry goals. Good & healthy environment results in harmonious relationship between the Members. RMPL has formulated the Welfare Policy to ensure the well-being of all its Members which in turn will enrich the quality of life of Members.

### **Policy**

RMPL is committed to provide welfare facilities to all its Members. Following is a list of measures available at RMPL to ensure the welfare of Members:

- **Medical Check-up**  
For all Members above 40 years of age, company sponsored comprehensive health check-ups will be arranged, once in two years.

- **Member Welfare Fund**  
Welfare Fund is formed to support the members in respect of the following:

For meeting the expenses incurred in India towards any major disease/surgery, in a recognized hospital upon submission of relevant bills, if they apply for it & duly approved by Governing Council of RMPL.

In case of death of a member towards death relief to his / her family

All the expenses under welfare scheme of RMPL are subject to approve by General Body (GB)/ Governing Council (GC). The GB/GC will decide upon the amount to be reimbursed, on a case-to case basis for treatment for Self and dependents subject to a maximum of Rs.1 lakh per case.

- **Advance / Loan from Society**  
The Advance / Loan facility is available to meet urgent medical expenses for



self & dependent family members / marriage / education of children. The eligible loan amount will be three months. This loan amount will be recovered either from the Members Royalty or will be return by Member (partially or in full, decide by GB/ GC) with applicable interest rates.

- **Medical Insurance:**

Insurance will be taken for Members in our Society to meet any incidents.

- **Housing Loan**

Members will be helped to avail housing loan through Society Welfare Fund. Recoveries are made from Royalty of the Members or remitted back by Member (As decide by GB/GC).

- **Car Loan:**

Members can avail loan scheme with a minimal interest rate for purchase of Car from RMPL's Welfare Fund

- **Marriage Gift:**

RMPL has in place a policy of offering monetary gift on the occasion of marriage of Member and their children.

- **Social Welfare Assistance:**

Any Member of RMPL who is in need of financial help, can avail the same from the welfare fund on the approval of General Body or Governing Council.

### **Implementation:**

The policy is communicated to all Members through policy manuals and intranet portals.

The custodian of this policy is the General Body or Governing Council of RMPL.

This scheme for the welfare of RMPL members is determined by its General Body and will not keep more than five per cent. of its total royalties collected for implementing the scheme effectively and the amount that could not be distributed on account of non-accessibility

### **Monitoring & Audit:**

RMPL has appropriate systems and checks & balance to ensure compliance with the Policy and relevant statutory provisions. This policy shall be reviewed periodically for its suitability and updated as and when necessary