

KRA Category : Process  
KRA Weightage : 15 \_

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1 GST Readiness for base business	Text			Not Available	Not Available	Sept 16	Not Available	Not Available
2 Financial Modeling scenario -Long term manufacturing Strategy	Text			Not Available	Not Available	Sept 16	Not Available	Not Available
3 Finalization of Capex. proposal of new site post March 2018	Text			Not Available	Not Available	Dec 16	Not Available	Not Available
4 Process of debit note for FG not lifting by Customers( as per aagreed norms )	Text			Not Available	Not Available	7th	Not Available	Not Available

KRA Category : Business  
KRA Weightage : 40 \_

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1 Sales Volume Target	Text			Not Available	Not Available	Solid _45187 MT Liquids_ 697 Lakhs Bottle	Not Available	Not Available
2.Cost improvement programmes (in Rs crores)	Text			Not Available	Not Available	Not Available	Not Available	Not Available
3.EBITDA	Text			Not Available	Not Available	56 Crores	Not Available	Not Available
4. NPD Despatch OTIF	Text			Not Available	Not Available	95%	Not Available	Not Available
6.Customer Feedback survey (ontime & Quality) on a scale of 5	Text			3.5	3.75	4	4.1	4.2
7.Overall Despatch OTIF	Text			Not Available	Not Available	90%	Not Available	Not Available

KRA Category : People  
KRA Weightage : 15 \_

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1 Successful achievement of IDP projects of Direct report (5%)	Text			Not Available	Not Available	Dec 16	Not Available	Not Available
2 Develop Rakhee to independently run Oil Blend meeting partnering with Oil buying team	Text			Not Available	Not Available	Oct 16	Not Available	Not Available
*3 Develop Trainee for CPD Business independent responsibility as per expectation from business. *	Text			Not Available	Not Available	Oct 16	Not Available	Not Available

#### KRA Category : Business

KRA Weightage : 15 \_

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1 Value Addition	Text			Not Available	Not Available	10 Lakhs	Not Available	Not Available
2 Analytics of Business results (part of benchmarking ,ABP Tracking ) and follow-up for recovery plan	Text			Not Available	Not Available	15th	Not Available	Not Available
3 C form Collection ( upto 14-15 -95% )	Text			Not Available	Not Available	525 Crores	Not Available	Not Available

#### KRA Category : Customer

KRA Weightage : 15 \_

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1 . CPD Monthly Schem Evaluation before rolling Out	Text			Not Available	Not Available	Last week of Every Month	Not Available	Not Available
2. Estimated PNL Visibility rolling quarter	Text			Not Available	Not Available	Last week of Every Month	Not Available	Not Available
3.Products Wise NC Tracking	Text			Not Available	Not Available	7th of the following month	Not Available	Not Available