

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) Imports Execution - Full takeover of imports execution responsibilities | Text | | | Jan'17 | Dec'16 | Nov 16 | Oct 16 | Sep 16 |
| (2) Palmetic Feed project | Text | | | NA | NA | NA | NA | NA |

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.OLEO - Value addition through oil buying efficiencies - PS / PFAD / RMO / CNO. | Text | | | 1.5% | 2% | 2.5% | 3.0% | 3.5% |
| 2. OTIF - Oleo OTIF - Set base benchmark and drive improvements in OTIF for SH - Base - Aug-Sept-16 | Text | | | Impr > 0% over base | Impr by 5% over base | Impr by 10% over base | Impr by 15% over base | Impr by 20% over base |
| 3. Bring cost saving through better funding partners | Text | | | Impr > 0% over base | Impr by 5% over base | Impr by 10% over base | Impr by 15% over base | Impr by 20% over base |
| 4. Develop Hedge strategy for Oleo to protect price volatility and ensure savings | Text | | | 1.5% | 2.0% | 2.5% | 3.0% | 3.5% |

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. Advanced Communication skills | Text | | | - | - | - | - | - |
| (2) Daily Market Reports | Text | | | 75% | 80% | 90% | 95% | 100% |
| (3) Bi Monthly Commodity Insights and Seasonal Strategy- | Text | | | 75% | 80% | 90% | 95% | 100% |

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|---|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|
| Rapeseed oil / Mustard oil, SBO / SFO, CNO | | | | | | | | |
| (4) Monthly Buying Review | Text | | | 75% | 80% | 90% | 95% | 100% |

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. Drive Mustard CSR project in partnership with Loreal | Text | | | NA | NA | Obj alignment with Loreal, background work | Obj alignment with Loreal, village / farmer / ngo tieup | Pilot scale implementation |
| 2. Vendor Quality Rating | Text | | | NA | NA | Half Yearly | Quarterly | Monthly |
| 3. Minimizing material rejection from last year | Text | | | 0% | (5%) | (10%) | (15%) | (20%) |

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. GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc. | Text | | | NA | NA | Preparedness by Jan 17 | Preparedness by Dec 16 | Preparedness by Nov 16 |
| 2. Preparedness for the new business model sourcing in a GST scenario | Text | | | - | - | - | - | - |
| (3) Work on various substitutes of RM like Mahua, RBO, Soya Acid Oil etc. and propose accordingly | Text | | | Submission of samples by July'16 | Making a research report on approved samples by Aug'16 Setting Targets to buy. | Create new sourcing base for for approved sample by Sep'16 | Source 75% of target | Source 90% of target |