

**FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS OF THE COMPANY**

**Preface**

In accordance with the requirements of Clause 49(II)(B)(7) of the Listing Agreement and other rules and regulations of the Companies Act, 2013, if any the Company shall familiarise the Independent Directors (hereinafter referred as “**Directors**”) via Familiarisation Programme (hereinafter referred as “**Programme**”) and provide an insight into the Company to enable the directors to understand the business in depth and contribute significantly to the Company.

The Familiarisation Programme for Independent Directors which also extends to Non- Executive Directors aims to familiarize them with the Company, their roles rights responsibilities in the Company, nature of the industry, business model of the Company, etc.

**Purpose & Objective**

The programme aims to provide insights into the Company to enable the Independent Directors to understand their roles, rights, responsibilities in the Company and get updated on the Business & Operations of the Company and contribute significantly to the Company.

**Details of Familiarization Programme**

The Independent Directors get the opportunity to visit various Company’s Plants, to enable them to have full understanding of manufacturing Operations & Processes of various Plants of the Company and the Industry in which it operates. A Plant visit which was arranged periodically by the Company to acquaint the Independent Directors with manufacturing operations & processes of the Company. The Company also arranged a technical session to familiarize the Independent Directors about their roles, responsibilities and duties as Independent Directors.

The Independent Directors in the Board and Committee meetings have been provided with the overview of the following:

1. Updates on business model, nature of industry, operations and financial performance of the Company;
2. Criteria of independence applicable to Independent Directors as per clause 49 of the Listing Agreement on Corporate Governance and the Companies Act, 2013;
3. Presentations on Annual Financial Results and business performance of the Company;
4. Updates on significant developments in the Company;
5. Roles. Functions, Responsibilities, Duties and liabilities of Independent Directors. Company has also issued letter of appointment which also incorporates their roles, duties and responsibility.
6. Directors are also informed of the various developments in the Company through various modes of communications.
7. Update on significant amendments in corporate and other laws and its impact on the Company;

**Programme and disclosure**

1. Familiarization programme will be conducted “as needed” basis during the Year.
2. As and when familiarization programme is conducted, the same will be disclosed on the website of the Company and a web link thereto shall also be given in the Annual Reports of the Company.