

## **FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS**

The Clause 49 II B(7) of the Listing Agreement entered with the stock exchanges, mandates the Company to familiarize the Independent Directors with the Company, their roles, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc through various programmes.

### **1. Objective**

The programme aims to provide insight into the Company to enable the Independent Directors to understand its business and operations in depth and contribute significantly to the growth of the Company.

### **2. Familiarization Process**

The Company shall through its Managing Director/Whole time Director/ Senior Managerial Personnel conduct programmes/ presentations periodically to familiarize the Independent Directors with the strategy, business and operations of the Company.

Such programmes/presentation will provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company's strategy, business model, operations, services and product offerings, organization structure, finance, sales and marketing, human resources, technology, quality of products, facilities and risk management and such other areas as may arise from time to time.

The above programme will also include the familiarisation on statutory compliances as a Board member including their roles, rights and responsibilities.

The Company may also circulate news and articles related to the industry from time to time and may provide specific regulatory updates.

The programme will also include the visits to plant from time to time to make them aware about the product lines of the Company.

The above programmes will be conducted for new and continuing Independent Directors of the Company.

### **3. Disclosure of the Programme**

The Programme shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company as required under the Listing Agreement.

#### **4. Review of the Programme**

The Board of Directors will review this programme and make changes as and when deems necessary.