

Policy on Familiarisation Program for Independent Directors

PREAMBLE

In terms of Clause 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarise the independent directors with the company, their roles, rights, responsibilities in the company.

The familiarisation program (“hereinafter referred as Program”) aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

OBJECTIVE

It is formulated with the objective of making the Independent Directors of the Company accustomed to their roles and responsibilities is divided into various modules with such programme details as highlighted:

- Industry overview and Business model of the Company and an outline of Corporate Plan and Annual targets
- Familiarisation on Statutory compliances as a Board Member including their Roles, Rights and Responsibilities
- Nature of the Industry in which Company operates
- Business Model of Company

OVERVIEW OF FAMILIARISATION PROGRAMMES

The Company through its Managing Director / Executive Director / Key Managerial Personnel conducts programmes/presentations periodically to familiarise the Independent Directors with the strategy, operations and functions of the Company.

The company facilitates independent directors in the performance of their duties and responsibilities, new directors are provided with a personal orientation by senior leaders and materials regarding the Company’s business and operations, governing documents, information on key personnel, and financial information are made available to them.

The programmes/presentations also familiarise the Independent Directors with their roles, rights and responsibilities.

Independent directors are also taken through detailed business strategy for various businesses during the independent directors meetings which are held at least once during the financial year.

Apart from Independent Directors, Non-Executive Directors are also eligible to attend the familiarization programmes.

The Independent Directors are made aware of their role and responsibilities and liabilities at the time of their appointment through a formal letter of appointment, which also stipulates their roles and responsibilities and various terms and conditions of their appointment.

AMENDMENT

The Board will review this Program and make revisions as may be required.