

**PREAMBLE:**

The Clause 49 (II) (B) (7) of the Listing Agreement stipulates that:-

- a) The Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.
- b) The details of such familiarization programmes shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

**PURPOSE**

The Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

**ADMINISTRATION**

The familiarization programme for Independent Directors will be administered and monitored by the Board of Directors of the Company.

**OBJECT**

To update and appraise the Independent Directors with the business operations of the Company on continuous basis and to enable them to make effective contributions and discharge their functions as per their roles, rights and responsibilities in the Company.

The Company will follow a structured orientation programme for the Independent Directors to understand and get updates on the business and operations of the Company on a continuous basis.

**FAMILIARIZATION PROCESS**

The Company shall through its Chairman and Managing Director or other Key Managerial Personnel and Senior Managerial Personnel shall conduct programmes/presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company. The programmes/presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities.

Independent Directors are provided with necessary details of the Company, its history, shareholding pattern, the Board structure, the Board Committees and their functions, details of the business, operations and business model and financial performance of the Company, enable them to familiarize with the Company's procedures and practices.

Regular updates on the key developments happening in and/or affecting the Company/Industry will be communicated to the independent Directors from time to time.

Each director of the Company has complete access to any information relating to the Company. Independent Directors have the freedom to interact with the Company's Management. Further, they meet without the presence of the Company's Management Personnel to discuss matters pertaining to the Company's affairs and put forth their combined views to the Chairman and Managing Director.



Site visits to various plant locations are organised for the Directors to enable them to understand the operations of the Company.

**DISCLOSURE/ AMENDMENT OF THE POLICY**

This Policy shall be uploaded on the Company's website and a web link for the same shall also be provided in the Annual Report of the Company.

Any revision/modifications to this Program/Policy shall be made by the Board of Directors from time to time.



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