

## **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

[Regulation 46(2)(i) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

### **Purpose**

The Familiarization Programme aims at providing insights into the Company to enable Independent Directors to understand their roles, rights, responsibilities as Directors of the Company, the nature of the industry in which the Company operates, business model of the Company, etc.

### **Familiarization Process:**

The Independent Directors of the Company are aware their role, responsibilities and duties in view of their vast and varied experience. The Company has conveyed role and responsibilities at the time of their appointment through letter as required under the Companies Act, 2013.

Detailed presentation are made by the management at the Board Meeting and Audit Committee Meeting, relating to the operation of the Company, financial results, highlights, setback/initiatives, current development, variance analysis, management outlook on business etc. to familiarize the Independent Directors with the strategy, operations and business of the Company and regulatory updates pertaining to the Company.

The Statutory Auditors and Internal Auditors are also making presentation at the Audit Committee Meetings at the every quarter as and when the Meetings held.

The above presentation, 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, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities, risk management and such other areas as may arise from time to time and also familiarize them with their roles, rights and responsibilities. The Independent Directors' suggestions, if any, will be incorporated.

Apart from the Board/Committee meetings are held, the Independent Directors are regularly kept informed of the further developments at the Unit. They also pay visit to the factory and interact with the employees and the management periodically.

These are processes to ensure that Directors have access to the information about the Company.

### **Review of the Programme**

This Programme may be reviewed and revised from time to time, if necessary.

### **Disclosure**

The Familiarization Programme shall be disclosed on the Company's website and a web link thereto shall be provided in the Annual Report.

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