

FAMILIARISATION PROGRAMME IMPARTED TO INDEPENDENT DIRECTORS

PREFACE

In terms of Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the company shall familiarize the Independent Directors with the Company, their role, rights and responsibilities in the Company, nature of Industry in which the Company operates and the business model of the Company.

Further in terms of Regulation 46(2)(i) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 the Company is also required to disseminate the details of such Familiarisation Programme imparted to its Independent Director on its website.

Accordingly, the Company has put in place a system in line with the requirements to familiarize its Independent Directors/non-executive directors with the Company, its management, its operations and the industry.

OBJECTIVES

The Familiarisation Programme aims to provide the Independent Directors an insight into the Company's functioning and to help them to understand its business in depth, so as to enable them to contribute significantly during the deliberations at the Board and Committee meetings. It also aims at familiarising them with the nature of Industry in which Company operates, business model of the Company, detail of Company's organisation structure and their duties, roles, responsibilities and rights as Independent Director.

OVERVIEW OF FAMILIARISATION PROGRAMME

The Company has in line with requirements enacted a framework to familiarise Independent Directors, under which they are made aware of their role, responsibilities and duties at the time of their appointment through a formal letter of appointment which also stipulates various other terms and conditions of their appointment. The Independent Directors generally interacts with the Senior Management and have access to all the information / documents needed for better understanding of the Company as a whole. The Independent and other non Executive Directors are also encouraged to visit the Company's manufacturing facilities, where Operational personnel apprise them about the process involved in production.

Further on regular basis, Independent directors are apprised at the Board and Committee meetings, held at least in every quarter regarding Company's operations, operating plans/performance, Compliance structure, Internal Control System or other relevant matters. As a matter of good practice, management of the Company also provides regular updates on changes in Regulatory / Statutory Framework and Business environment, having impact on the Company. The Chairman & Managing Director / Whole Time Directors and other Senior Officials of the Company also familiarise the Independent Directors with Company's strategy, operations and functions inclusive of important developments in Company's Business.

In addition, the general information about the Company is also available on the Company's website and can be referred, besides availability of Company's management and senior staff to address any query raised by the Directors at any time.
