

## **FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS**

### **1. Preamble:**

The Schedule IV of the Companies Act, 2013 and the Clause 49 of the Listing agreement entered with the Stock Exchange, mandates the Company to familiarize the Independent Directors with the Company.

The Listing agreement mandates the Company to familiarize the Independent Directors in the following areas:

- Board dynamics & functions
- Familiarization with the Company;
- Roles;
- Rights and Responsibilities ;
- Nature of Industry ; and
- The business model of the Company.

### **2. Objective:**

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

### **3. Familiarisation Process:**

The Programme has been designed considering the specific needs of contemporary corporate governance and the expected obligations of Independent Directors in view of the onerous responsibility conferred by the Companies Act 2013 and the Listing Agreement as amended from time to time.

The Company shall through its Executive Directors / Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;

The Programme shall be conducted in such manner as to facilitate and convenience the Independent Directors and enable them to attend the same in view of their busy schedules.

The Programme will be conducted for new and continuing Independent Directors of the Company during the year.

The Programme also aims to offer a conceptual framework based upon current expectations which require the Independent Directors to adhere to a code and standard of ethics

### **4. Disclosure of the Policy**

This Policy shall be uploaded on the Company's website for public information.

### **5. Review of the Program**

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