

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. PREAMBLE

The Clause 49(II)(B)(7) of the Listing agreement entered with the Stock Exchanges, mandates the Company to familiarize the Independent Directors with the Company, their roles, Rights, Responsibilities, Nature of Industry in which Company operates, business model of the Company ,etc., through various programmes.

2. PURPOSE

The Company follows a structured program for the Independent Directors to allow them to understand business in depth and get updated on the business and operations of the Company on a continuous basis.

3. FAMILIARIZATION PROGRAMMES FOR INDEPENDENT DIRECTORS

- a. The Company conducts presentations / programs periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- b. Such programs / presentations 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, technology, quality, facilities and risk management and such other areas as may arise from time to time.
- c. Senior most Independent Director inducts a new Independent Director to the Board and Company.
- d. The Company circulates news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time;
- e. The Company organizes the site visit of plants of the Company for the Directors to understand the operations and process of the Company.

4. REVIEW OF THE PROGRAMME

The familiarization programmes for Independent Directors will be reviewed from time to time and revised as required.
