

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

PURPOSE AND OBJECTIVE OF THE PROGRAMMES

To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company

FAMILIARIZATION FRAMEWORK FOR INDEPENDENT DIRECTORS:

The Company through its Managing Director / Executive Director / Key Managerial Personnel conducts programmes/ presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.

The Company may conduct an introductory familiarization program / presentation, as and when a new Independent Director comes on the Board of the Company from time to time.

Such programs / presentations will provide an opportunity to the Independent Directors to interact with the senior Management team of the Company and help them to understand the vision of the Company, 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;

The programs / presentations shall be such that it provides brief to the new inductee about his roles, duties, rights and responsibilities. The Company may circulate news items and articles related to the industry on a regular basis and to provide specific regulatory/ statutory updates in Company Law and Listing Agreement from time to time to Independent Directors so as keep them abreast on these regulations.

Whenever Independent Directors desire to meet with any of the Business Heads or Members of Senior Management Team, the same also would be facilitated.

Meetings would also be scheduled at business/manufacturing sites, which provide Independent Directors with a first-hand exposure of the business / manufacturing team and the operations thereat.

Management or their representative heads will provide any clarification or suggestions, as may be asked by the Independent Director to take a sound decision.

DISCLOSURE OF THE POLICY:

The Company shall comply with such disclosure requirements relating to this Programme as may be stipulated under applicable regulatory requirements.

REVIEW OF THE PROGRAM

The Board will review this Program and make revisions as may be required, subject to any regulatory changes or recommendation of the Management or the Committee authorized to do so. This Policy in future shall be improved and amended based on best practices evolving in the industry. This policy can be modified at any time by the Board or such other Committee on the basis of regulatory changes.