

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

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 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 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.

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.

Process of Familiarisation Program

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 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 and integrity for fulfilment of their responsibilities in a professional and faithful manner to promote confidence of the investment community particularly minority shareholders, regulatory authorities and the stakeholders at large

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

Disclosure of the Policy

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

Review of the Program

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