



FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Preface

Regulation 25 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Listing Agreement entered with the Stock Exchanges inter-alia stipulates that the Independent Directors Company shall be familiarized through various programmes about:

- The Company
- Their roles,
- Their rights,
- Responsibilities in the Company,
- Nature of the industry in which the Company operates,
- Business model of the Company, etc.

Familiarization Process:

All Independent Directors are aware and further updated about their roles, rights, responsibilities in the Company. Familiarization programmes covers following areas for Independent Directors:

- Introduction to Product profile
- Operations overview
- Financial Performance and budget & control processes
- Overview of Sales & Marketing

- Familiarization on Statutory compliance as a Board Member including their Roles, Rights and Responsibilities

New Independent Directors are provided with necessary documents/brochures, reports and internal policies to enable them to familiarize with the Company's procedures and practices

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

Periodic presentations made at the Board and Board Committee Meetings, on business and performance updates of the Company, global business environment, business strategy and risks involved

Company through visits to plant location, familiarize the operations of the units to Independent Directors.

To facilitate above, experts from senior management made a presentation in Board meeting held on 10.02.2016 to Directors to familiarize them with the operational technicalities involved in production process.

Disclosure of the Policy

This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Corporate Governance Section of the Annual Report of the Company.

Amendment

The Board has a power to review this Program and make revisions as may be required.
