



*Familiarisation Programme*

*For*

*Independent Directors*

**Preamble:**

- ❖ In accordance with requirements of Clause 49 of the Listing Agreement, the Company shall familiarise the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes. ("The Program")

**Objective:**

- ❖ The objective of the Program is to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the development of the Company.

**Familiarisation Process:**

- ❖ The Company, through its Executive Directors / Key Managerial Personnel, shall conduct programs / make presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company,
- ❖ Such programs / presentations shall 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, product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time;
- ❖ The programs / presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities. The Company will also issue appointment letters to Independent Directors incorporating their roles, duties and functions.

- ❖ The Company may circulate news and articles related to the industry on a regular basis;
- ❖ Familiarization programme will be conducted “ on need” basis during the Year.

**Disclosure:**

- ❖ 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 Annual Report of the Company.

**Review:**

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