

Familiarization Programme for Independent Directors

Background:

In terms of requirements of Schedule IV of the Companies Act, 2013 and the Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company is required to familiarize 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.

Overview:

The Company follows the below mentioned practices

- All Independent directors are made aware of the Company's business and operations, governing documents, information on key personnel, and financial information.
- The Independent Directors are made aware of their role and responsibilities and liabilities at the time of their appointment through a formal letter of appointment, which also stipulates their roles and responsibilities and various terms and conditions of their appointment.
- Regular updates on relevant statutory and regulatory changes are circulated to the Independent Directors.

Familiarization Programme:

The Independent Directors have been provided with the following:

1. Report on Annual Performance, Internal & Statutory Audit, Corporate Social Responsibility, strategies and business performance of the Company.
2. Details of expansion, technology, industry performance, marketing, raw materials, international market response of the products etc. of the Company
3. Policies of the Company on social responsibility, remuneration criteria, vigil mechanism, related party transactions etc.
4. Update on significant amendments in corporate and other laws and its impact on the Company
5. Update on Operations of Subsidiary Companies
6. Code of Conduct for Independent Directors as prescribed under the Companies Act, 2013 and
7. Code of Conduct for Prevention of Insider Trading.