

**DETAILS OF THE FAMILIARISATION PROGRAMME FOR  
INDEPENDENT DIRECTORS**

In accordance with the provisions of the Listing agreement of the Board have made certain initiatives to familiarise the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of industry in which the company operates, business model of the company etc, through various programmes.

1. The Board has scheduled a factory visit especially for the Independent Directors to have better understanding regarding its line of business & products and an interactive session with the Board in its forthcoming meeting to discuss on matters noted thereof.
2. The Company has been following the concept of Familiarisation Programmes for a Director newly inducted in the Board by sharing with him copies of Annual Reports, Code of Conduct for Directors and Senior Managerial Personnel, Code of Conduct for Independent Directors as desired for his/her reference.
3. The Board of Directors have complete access to the information within the Company on a regular basis. Presentations are regularly made to the Board of Directors/Audit Committee of Directors/Corporate Social Responsibility Committee of Directors/Stakeholders Relationship Committee of Directors on various matters where Independent Directors get an opportunity to interact with the Executive Directors and at times with the Senior Executives. The Agenda papers and presentations cover the Company's strategy, business model, operations, markets, organisation structure, product offerings, finance, risk management framework, quarterly and year to date results, human resources, Research & Development, technology, position of competitors, overview on functioning of subsidiaries etc.

Further, the appointment of Independent Directors has been formalised through a letter of appointment as prescribed under Schedule IV of the Companies Act, 2013 which incorporate their role, duties and responsibilities.

Serious endeavours are made to ensure that the Members of the Board remain updated on the state of Company's affairs and the industry in which it operates.

