

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

The Company conducts periodically programmes / presentations to provide insights into the Company to enable the Independent Directors understand the Company's business in depth that would facilitate their active participation in managing the Company.

STRUCTURE OF THE PROGRAMME

The Familiarisation Programme comprises of following –

1. Induction of new Independent Directors

- The newly appointed director shall be provided with a copy of all the applicable codes and policies formulated and adopted by the Company.
- Immediately after appointment, Independent Directors are requested to attend an initial induction session including briefings from management and site visits. An orientation on the corporate profile, various products and functions is provided.
- The newly appointed director shall also be introduced to certain key members of the senior management of the company.
- A detailed appointment letter incorporating the role, duties, responsibilities & obligations, remuneration, insurance cover & entitlement for external training required if any is issued for the acceptance of the Independent Directors
- Where possible, Directors will be encouraged to attend training courses by professional bodies to ensure that Directors are refreshed and equipped to perform their role in the highest standard and performance possible.

2. Ongoing Programme

Such programmes /presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's operations and businesses, finance, human resources, safety & sustainability, risk management and such other areas as may arise from time to time.

With the objective of facilitating board familiarisation programmes, presentations on the Brand Protection activities with distributor(s), updation on changes in the statutory law such as Companies Act, 2013 / SEBI Regulations/ Accounting Standards etc are included in order to ensure that independent directors are kept abreast of various changes impacting the Company

3. Annual Programme

The Company hosts an offsite meet for the Board including Independent Directors for its annual strategic meet. The event offers a platform for the leadership team of the Company to connect, engage and interact with Independent Directors. In such a meet key customer(s) are also invited. The presentations are made on plans, strategy, business model, product & service offerings and markets by the senior management/leadership team/function heads so that the Independent Directors can have direct interaction with them.