

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

[Pursuant to Clause 49 of the Listing Agreement]

- a) A detailed induction programme is in place to familiarize the new directors of the entire operations of the Company. The programme includes a corporate presentation and also presentations by various business / functional heads.
- b) Discussing with Independent Directors and ascertaining their further training / updating needs and arranging programmes outside the Company and arranging presentation by experts in the field. For instance, some of the Directors have attended the Directors Training Programme conducted by the Institute of Company Secretaries of India.
- c) A calendar is in place for taking the directors to the various manufacturing units of the Company.
- d) Along with the appointment letter they are furnished a copy of the Schedule IV to the Companies Act, 2013 which contains guidelines for professional conduct, role and functions, duties, etc., together with a summary of the relevant provisions of Clause 49 of the Listing Agreement. A copy of the Code of Conduct for the Directors is also share with them for information and adherence.