

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

Clause 49 of the Listing Agreement with the Stock Exchanges inter-alia stipulates that the Company shall 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.

The Objective of the familiarization programme is to facilitate the director to understand about Company's businesses and operations, familiarize the director on his / her rights, duties and responsibilities. Director's Appointment Letter includes role, duties and responsibilities, Performance Evaluation Process, Director Liability Insurance and Code of Conduct.

A Directors' kit containing information about the Company, Memorandum and Articles of Association, Annual Reports for previous 3 years, Investor Presentations, etc is handed over to the new director.

At Board Meetings, presentations are made to the Board on business and performance updates of the Company, global business environment, business strategy and risks involved.

They are given all the documents sought by them for enabling a good understanding of the Company and its various operations of which it is a part.

Site visits to various plant locations are organized for the Directors to enable them to understand the operations of the Company.