

## **Familiarization Program for Independent Directors**

SEBI Listing Regulations, inter-alia, requires the company 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 programs.

All Independent Directors are aware of and are further updated by the company about their roles, rights, obligations in the company. A kit containing all information about the company, its Memorandum and Articles of Association, Annual Reports etc. are handed over to the new director. The Appointment Letter issued to the Independent Directors inter-alia sets out the company's expectations from them, their fiduciary duties and accompanying obligations. The Independent Directors are provided with company's reports and internal policies to enable them to familiarize with the company's procedures and practices.

Independent Directors have the freedom to interact with the company's management and are provided with all the documents sought for by them, to facilitate them to understand its operations and segments. Further, they meet without the presence of the company's management personnel to discuss various matters pertaining to its affairs and put forth their combined view to the Chairman.