



FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

*Disclosure under Regulation 25(7) and 46(2)(i) of SEBI
(Listing Obligations and Disclosure Requirements) Regulations, 2015*

SEBI (Listing Obligations and Disclosure Requirements) 2015 requires that Independent Directors of the Company are required to be familiarized with 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 and details of such familiarization programmes are required to be disclosed on the Company's website.

The Company has a framework for orientation process/familiarization programme for its Independent Directors that includes:

- a. Letters of appointment stipulating the terms of their appointment, including their role, function, rights, duties, remuneration and evaluation are issued to Independent Directors, at the time of their appointment.
- b. The Audit Committee and Board Meetings agenda, inter alia, include:
 - detailed presentations made by Managing Director, Chief Financial Officer and Business Heads of the Company, where the Independent Directors get an insight on financial, strategy and operations of the Company;
 - update about the key changes in the regulatory framework as stipulated by Securities and Exchange Board of India, Ministry of Corporate Affairs and other regulatory authorities as well as risk management processes, internal financial controls and other issues;
 - presentation by Statutory Auditors on their report, on a quarterly basis;
- c. Plant visits are organized for the Independent Directors to familiarize them about the operational and sustainability aspects of the units so as to enable them to have full understanding & appreciation of the activities of the Company.



In compliance with regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 the following Familiarization sessions were held during the financial year 2023- 24:

Sr. No.	Independent Directors Present	During Financial Year 2023-2024	
		Number of programmes attended	Session duration (approx.)
01	Mr. Arvind Uppal	4	9 hours
02	Mr. Munesh Khanna	4	9 hours
03	Mrs. Manju Agarwal	4	9 hours

Up to year ended March 31, 2024, the Independent Directors have on a cumulative basis till date spent around 122 hours on familiarisation.

Disclosure:

The Familiarisation Programme shall be disclosed on the Company's website and a web link thereto will be provided in the Annual Report.