

## **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

The Familiarization program for the Independent Directors of the Company is designed to help the Independent Directors to gain a deep understanding of the Company, its stakeholder, senior management/leadership team, operations, policies, industry perspective and issues.

The Company conducts induction program/presentation when a new Independent Director joins the Board of the Company, on various aspects including overall corporate and business overview, manufacturing facilities, enterprise risk management processes, investor relations and human resources.

The Independent Directors are also made aware of their roles, duties and responsibilities, remuneration and performance evaluation process, etc.

The Company shares business presentations periodically at the meetings of the Board of Directors and the Committees to inform the Independent Directors about the strategy, operations and functions of the Company. At various Board meetings, presentations are also made on safety, health and environment, risk management, Company policies and changes in the regulatory environment which provide Independent Directors an opportunity to understand the strategic roadmap and also contribute to strategy development with their experience.