

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Objective of the programme

In accordance with requirements of Regulation 25 and 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015 and Schedule IV of the Companies Act, 2013, the Company shall familiarise the Independent Directors their roles, rights and responsibilities in the Company, details regarding the Company's products and plant(s), nature of the industry in which the Company operates, business model of the Company, etc., through various information programs.

2. Familiarization process

a. Familiarization imparted immediately upon appointment of the Director: Independent directors of the Company are made aware of their role, responsibilities and liabilities at the time of their appointment/re-appointment, through a formal letter of appointment, which also stipulates various terms and conditions of their engagement. They are also made aware of the Company's Board and Board committee framework, policies and procedures.

b. Continual Familiarization processes: As part of discussions, presentations are made to the Board of Directors / Audit Committee / Nomination & Remuneration Committee / Stakeholders Relationship Committee on various related matters where the directors get an opportunity to ask questions. The minutes of meeting of committee(s) are circulated to the Board Members during the next meeting.

c. Continual access to Board information: Each member of the Board including the independent directors, have been given complete access to any information relating to the Company, whenever they so request.

3. Review

The Company may review the programme and make necessary revisions, as and when required.

4. Disclosure

The details of the familiarization programme shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

5. Details of Familiarization Programmes imparted to Independent Directors

FY 2022-23:

Sr No	Subject matter of discussion	No. of hours spent by Independent Director and the Board
1	SEBI (LODR) Regulations, 2015/Companies Act, 2013/GST/IND AS	1
2	Internal Reports on workings of various departments	3
3	Risk Management	0.30

FY 2023-24:

Sr No	Subject matter of discussion	No. of hours spent by Independent Director and the Board
1	SEBI (LODR) Regulations, 2015/Companies Act, 2013/GST/IND AS	1.5
2	Internal Reports on workings of various departments	3
3	Risk Management	0.30

Besides the above, the Independent Directors and the Board as a whole, were familiarized with the IT processes, CSR, safety and sustainability initiatives of the Company.