

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS
(In terms of Regulation 25(7) of the Listing Regulation)

1. Purpose

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company. The Familiarization Programmes are aimed to familiarize the independent directors with the company, their roles responsibilities in the company, nature of industry in which the company operates and business model of the company by imparting suitable training sessions.

2. Familiarization Process

The Company shall through its Executive Directors/ Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company. Such programs/ presentations will provide an opportunity to the Independent Directors to interact with the senior level team of the Company and help them understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.

The programs/ presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities. The Company may circulate news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time.

The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on Board of the Company. Regular updates on relevant statutory and regulatory changes are regularly circulated to the Directors.

3. Disclosure of Policy

This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

4. Review of the program

The Board will review this Program and make revisions as may be required.

Details of Familiarization sessions held pursuant to the Policy are as follows:

Number of Independent Director 3

Number of programmes attended

		Cummulative	
FY 2018 - 2019	4 programmes conducted	FY 2018 - 2019	5 programmes conducted
FY 2019-2020	2 programmes conducted	FY 2019 -2020	3 programmes conducted
FY 2020 - 2021	3 programmes conducted	FY 2020 - 2021	7 programmes conducted

Number of Hours spent

		Cummulative	
FY 2018-2019	1 hour	FY 2018-2019	3hours
FY 2019-2020	1.5 hour	FY 2019-2020	8hours
FY 2020-2021	2 hour	FY 2020 -2021	5hours