

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(approved by Board of Director's in their meeting held on April 01, 2015)

Preamble

In accordance with requirements of Clause 49 of the Listing Agreement and Schedule IV of the Companies Act, 2013, the Company shall familiarise 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 programmes.

Purpose & Objective

The Program aims to provide insights into the Company to enable the Independent Directors to understand their roles, rights, responsibilities in the Company and get updated on the Business & Operations of the Company and contribute significantly to the Company.

Details of Familiarization Programme

Orientation Programs are conducted by the following departments and the heads of the respective departments are introduced to the independent directors:

Legal & Secretarial: Covering details of the Company, its history, shareholding pattern, the Board structure, the Board Committees and their functions, Code/policies applicable to the directors, their roles, responsibilities, duties, rights as a director, important developments etc.

Marketing: Covering details of nature of industry, types of products, brands, position of the Company in the industry, sales and distribution channel, etc.

Finance: Covering details of the business model of the Company, financial details, risk management, treasury management, etc.

Technical: The Independent Directors are encouraged to visit the Factories of the Company according to their convenience to understand the various stages of the manufacturing process, production capacity etc.

Programme and disclosure:

- i. Familiarization programme will be conducted "as needed" basis during the Year.
- ii. As and when familiarization programme is conducted, the same will be disclosed on the website of the Company and a web link thereto shall also be given in the Annual Reports of the Company.