

**ORIENTATION AND FAMILIARISATION PROGRAMME FOR INDEPENDENT
DIRECTORS OF THE COMPANY**

In accordance with the significant changes in the world of Corporate Governance with the advent of Companies Act 2013 and revised clause 49 of the Listing Agreement, the Company shall familiarise the Independent Directors through Orientation and Familiarisation Programme.

The management of the Company, in its continuous endeavor to keep its Directors updated on changes in regulations, has conducted various Director's familiarisation programs during the year.

For this purpose, experts were invited from time to time to highlight and explain in details, key aspects covering roles, rights and responsibilities of Directors, Code of Conduct for Independent Directors, Duties of Directors, Enhancement in the charter of Audit Committee / Other Board Committees, Board Evaluation, Related Party Transactions, Internal Financial Controls, Legal Compliance, Corporate Governance, Corporate Social Responsibility, Financial Statements and various other Safeguards for Directors.

Purpose & Objective through the Programme, the Company aims to achieve the following objectives:

1. To inform them of all the laws, rules, regulations and guidelines applicable to the Company;
2. To make them aware of the rules, responsibilities, liabilities pursuant to the Companies Act, 2013;
3. To generate and obtain valuable and informed decision from the directors on the matters to be brought or discussed at the Board Meetings.

Other Initiatives to Update the Directors on a continuing basis:

Quarterly presentations on operations made to the Board include information on business performance, operations, market share, financial parameters. Updates on various litigations, compliances, subsidiary information etc. · Quarterly results / press release of the Company are sent to the Directors.

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 Company's board and board committee framework, policies and procedures.

As part of board discussions, presentations on business units are made to the directors from time-to-time. 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.