

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Purpose and Objective of the Programmes

To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company

Familiarization and Continuing Education Process:

- The Company through its Chairman and Managing Director or Key Managerial Personnel conducts programmes/ presentations during Board Meetings, to familiarize the Independent Directors with the strategy, operations and functions of the Company.
- Such programmes /presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.
- The programmes/presentations also familiarises the Independent Directors with their roles, rights and responsibilities.
- As and when a New Independent Director will be on Board, they will be provided with A copy of the latest Annual Report, the Code of Conduct, the Code of Conduct for Prevention of Insider Trading and Code of Corporate Disclosure Practices, Schedule of upcoming Board and Committee Meetings.
- The Company arranges for the Directors to visit the Company's Plants from time to time.

Other Initiatives to Update the Directors on a continuing basis

- The Directors get an opportunity to visit the Company's Plants, where Plant Heads appraise them of the operational aspects of the Plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality etc.
- At various Board Meetings during the year, presentations are made to the Board on safety, risk management, Company's policies, changes in the regulatory environment as applicable to the industry in which the Company operates, and other relevant issues.
- Quarterly presentations made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, major litigation, compliances, and information on the Subsidiary and Associate Companies, regulatory scenario etc.



➤ Quarterly results / press release of the Company are sent to the Directors.

Details of familiarisation programmes given to the Independent Directors during the Financial Year 2015-16 are as follows:

Sl. No.	Name	Total Hours
1	Mr. R Vijayaraghavan	3
2	Mr. V Thirupathi	3

