



## **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS HELD DURING FINANCIAL YEAR 2019-20**

**[In terms of Regulation 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]**

The Company strongly believes that effective familiarisation programme helps the Independent Directors, not only to have greater insight into Company's business but also contributes effectively in decision making at Board / Committee meetings.

The Company has a familiarisation programme for the new directors which involves site visit, apprising about Company's operations, internal policies and practices, industry dynamics, regulatory framework for the industry, etc. The familiarisation programme for Independent Directors is prepared after assessment of requirement, in consultation with each Independent Director.

Need for familiarisation is also identified through Directors' performance evaluation process. Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads are invited for one-on-one interaction with the Independent Directors.

During the financial year 2019-20, the following familiarization programmes for Independent Directors were conducted.

<b>No. of Independent Directors</b>	<b>No. of Programme attended</b>		<b>No. of Hours attended</b>	
	<b>FY 2019-20</b>	<b>Cumulative</b>	<b>FY 2019-20</b>	<b>Cumulative</b>
Three	Four Programmed conducted during four Board Meetings	20 Programmes conducted during 16 Board Meetings	4 Hours	20 Hours

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