POLICY ON FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

PURPOSE

The Company has taken up this initiative pursuant to the directive of the Securities and Exchange Board of India vide Circular no. CIR/CFD/POLICY CELL/7/2014 dated September 15, 2014 on Corporate Governance in listed Entities-Amendment to Clause 49 of the Equity Listing Agreement.

The Familiarisation programme ("hereinafter referred as Programme") formulated with the objective of making the Independent Directors of the Company accustomed to their roles and responsibilities is divided into various modules with such programme details as highlighted:

- Industry overview and Business model of the Company and an outline of Corporate Plan and Annual targets
- Familiarisation on Statutory compliances as a Board Member including their Roles, Rights and Responsibilities
- Nature of the Industry in which Company operates
- Business Model of Company

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 leadership team of the Company and help them to 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 Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.

- The Company may conduct technical sessions by external consultants/ experts, outlining the roles, duties and responsibilities of Independent Directors, from a Companies Act and Equity Listing Agreement perspective.

AMENDMENT

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