

### **Preamble**

In terms of Clause 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize 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**

The Familiarization Programmes are aimed to familiarize the independent directors with the company, their roles responsibilities in the company, nature of industry in which the company operates and business model of the company by imparting suitable training sessions.

### **Overview of Familiarization Programmes**

Board of Directors in its meeting held on August 25, 2014 had approved the Independent Director's Training Policy ("Policy") according to which:

- To facilitate various training requirements of the Directors based on input received as also training available through seminars, conferences etc. to update the directors on various aspects, which will help in better functioning as Directors of the Company.
- To engage specialists in various areas to provide information on various topics of interest.
- To organize structured orientation and training programmes to familiarize and update the Independent Directors with regard to operations of the Company, nature of industry and business environment in which the Company operates.
- Apart from Independent Directors, Non-Executive Directors are also eligible to attend the familiarization programmes.
- As a measure of ongoing training, Directors shall be updated on all business related matters including Finance, Marketing, HR, Technical, Risk Management & minimization procedures etc. and new initiatives proposed by the Company through presentations and written material at the meeting of the Board of Directors and meetings of Committee of Directors.
- Regular updates on relevant statutory and regulatory changes are regularly circulated to the Directors.
- Directors will continue to be updated on changes/developments in the domestic/global corporate and industry scenario including those pertaining to statutes/legislation and economic environment.

Details of Familiarization sessions held pursuant to the Policy are as follows:

<b>Date of program</b>	<b>Area covered</b>
May 21, 2015	Business Model & Nature of Industry
February 05, 2016	Business Introduction and Strategy

Details of attendance of Independent Directors in Familiarization Sessions are as follows:

S.No.	Name of Independent Director	No. of the Sessions attended		No. of hours spent in the Sessions attended	
		FY 2015-16	Cumulative till date	FY 2015-16	Cumulative till date
1	Mr. Ravi Sikka	2	2	4	4
2	Dr. P.S. Joshi	2	2	4	4