FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

Purpose and Objective of the Programs

- 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 CEO / Senior Managerial Personnel / Consultants conducts programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.

- Such programs /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, 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 programs /presentations also familiarizes the Independent Directors with their roles, rights and responsibilities.

- When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairman, CEO, Whole-time Director, Chief Financial Officer and Company Secretary to discuss the functioning of the Board and the nature of the operation of the Company's business activities.

- New Independent Directors are provided with copy of latest Annual Report, the Company's Code of Conduct, Code to regulate, monitor and report trading by Insiders and Company's Code of Corporate Disclosure Practices, other policies and Schedule of upcoming Board and Committee meetings.

- A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover, Company's Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.

Other Initiatives to Update the Directors on a continuing basis

- The Directors get an opportunity to visit Company's plant, where CEO / Plant Head appraise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, Sustainability etc. Directors also visit various marketing locations of the Company and interact with sales & marketing team.

- Presentations are also made to the Board on safety, health and environment and sustainability issue, risk management, company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which it operates.

- Quarterly presentations on operations made to the Board include information on business performance, operations, market share & performance, logistics, financial parameters, working capital management, fund flows, mining update, senior management change, major litigation, compliances, update in law and regulatory scenario etc.
- Directors are also provided with various other information on Company's operations as and when required.

The details of familiarization programs given to the Independent Directors during the Financial Year 2021-22 and cumulative upto March 31, 2022 are as follows:

Particulars	During the financial year 2021-2022*	Cumulative upto 31st March, 2022 *
Number of familiarization program organized by the Company	-	-
Number of hours spent by Independent Directors in aggregate	-	-
Details of familiarization program	The Independent Directors have been updated with their roles, rights and responsibilities in the Company by specifying them in their appointment letter alongwith necessary documents, reports and internal policies to enable them to familiarise with the Company's procedures and practices. The Company has, through various programmes and presentations at regular intervals, familiarised and updated the Independent Directors with the strategy, operations and functions of the Company and the Cement Industry as a whole. Regular visits to Company's plant and other business locations are organized for the Directors to enable them to understand the operations of the Company. They were regularly updated with the changes in the regulatory environment having significant impact on the operations of the Company.	

*For all Independent Directors

Note :
In view of COVID- 19 situations during the year, visits to Company's plant and other business locations were not possible for the Directors, though they were explained about the operations of the Company through online mode.