

**FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

**UPDATES**

**SUMMARY OF FAMILIARISATION PROGRAMME OF INDEPENDENT DIRECTORS**  
**FY 2024-25**

<b>Area</b>	<b>Topics</b>	<b>Delivered by</b>	<b>Mode</b>
Business and Industry	-Business & operational Performance of the Company & its Subsidiaries -Global business & industry changes and outlook	CFO, Business / Functional Heads	Board / Committee Meeting, periodical updates
Financial and Treasury	- Financial Results and Performance - Borrowing & liquidity position - Investment, loans & guarantee	CFO	Board / Committee Meeting
Information Technology	Upgradation of software, new system processes	IT Manager	Board Meeting
Environment, Social and Governance	- CSR Initiatives and their impact - Performance on Health, Safety and Environment (HSE) matters at the various manufacturing sites - Human Resource updates, Employee Health & Safety - Internal Audit Plans and findings - Internal financial controls and Risk Management Systems	Representatives of CSR implementing agency and Departmental / Functional Heads	Board / Committee Meeting, periodical updates. The HSE Committee, CSR & Governance and the Risk Management Committee oversees Company's ESG initiatives.
Legal and Regulatory Compliance	- Compliances with various applicable laws - Compliance Management System - Hedging operations on commodity and forex	CS, Legal head, Head-Compliances	Board / Committee Meeting
Plant Visit	- Plant Operation system - Safety measures initiated - Raw Material Handling and Management system - Process of Manufacturing	Managing Director	Physical visit to Kasez and Ratadiya Plant

Independent directors have spent approximately 20 hours during the year as a part of familiarisation program