

## **DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS**

### **(Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)**

The Company has in place a familiarization programme for its Independent Directors (copy available on the Company's website). The objective of the familiarization programme is to provide training to Independent Directors at the time of their joining so as to enable them to understand the Company - its operations, business, industry and environment in which it functions and the regulatory environment applicable to it.

The Directors from time to time get an opportunity to visit Company's plants, where plant heads apprise 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. Business Heads of the Company also present their plans and priorities to the Board. This enables the Directors to get a deeper insight in the operations of the Company. Visits to Company's Innovation Centre are arranged to familiarize the Independent Directors in research and development activities of the Company.

During the Financial Year 2017-18, the following familiarisation programmes for Independent Directors were conducted –

| Sr. No. | Subject matter of the Programmes                       | No. of programmes |                      | No. of hours spent |                      |
|---------|--|-------------------|----------------------|--------------------|----------------------|
|         |  | FY 2017-18        | Cumulative till date | FY 2017-18         | Cumulative till date |
| 1.      | Industry Meet – Long Term Strategy plan of the Company | 1                 | 1                    | 1 Hour             | 1 Hour               |
| 2.      | Good and Service Tax – Implications                    | 1                 | 1                    | 45 Min.            | 45 Min.              |
| 3.      | Avvatar Board Review                                   | 1                 | 1                    | 45 Min.            | 45 Min.              |
| 4.      | Pride of Cows Presentation                             | 1                 | 1                    | 45 Min.            | 45 Min.              |

Besides the above, the Independent Directors are familiarized with the Risk Management, HR processes, CSR, safety and sustainability initiatives of the Company at their respective Committee Meetings on which they are Members.