

FAMILIARISATION PROGRAMMES FOR INDEPENDENT DIRECTORS – FY 2016 -17

Pursuant to Regulation 25 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Schedule IV of the Companies Act, 2013, a Listed Company shall familiarize the Independent Directors on their roles, rights, responsibilities in the Company, nature of Industry in which the Company operates, business model, plans etc. through programs to provide insights into the Company. The above has been contemplated enabling Independent Directors to have 'in-depth' knowledge on business entailing active participation in the affairs of the Company.

At the time of appointment, formal letter of appointment is issued to all Independent Directors, explaining the terms, roles, duties and responsibilities expected of him/ her as an Independent Director of the Company. They are also apprised from time to time of the Compliances required under the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other relevant regulations in the Meetings.

Presentations are made at all Board Meetings, detailing inter-alia, the results of operations of the Company & Subsidiaries, Funds position, Bank Finance movement, capacity utilization, Production, Sales, Stock details of various products and units, wind power generation, consumption, Comparison of financials with budget, internal audit reports, changes in regulatory environment applicable to the Company etc. Business strategies and policies are thoroughly discussed before taking decisions. Independent Directors have the freedom to interact with the Company's Management and Senior Management team of the Company.

The Independent Directors are also encouraged to visit the Company's various plants.

- Number of Programmes attended by Independent Directors – Four (4 no's)
- Number of hours spent by Independent Directors in such Programmes – 7 hours
- Dates on which the programmes were conducted –

28.4.2016, 25.7.2016, 24.10.2016, 25.1.2017

Besides Reports on the following activities apprising the system and procedures followed by the Company in ensuring compliance/ observance of those activities were also provided:

- 1) Compliance with applicable Legislations and Regulations**
- 2) Risk Management**
- 3) Ensuring significant development in Human Resources / Industrial Relations**
- 4) Annual Budgets and Funding Plans consistent with agreed corporate strategies**
- 5) Internal Finance Control.**