

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

Applicability

Applicable to Independent Directors of the company effective from 1st October 2014.

Scope:

The following areas are covered:

- Updating the Independent Directors' information on company's Product profile, business model and its position in the industry to which it belongs
- Understanding of Roles, Rights and Responsibilities of Independent Directors;

Methodology on the Independent Directors joining the Board:

Making available the periodically updated printed company brochures.

Making available the Past three years' Annual reports.

Drawing attention to the already published policies relating to corporate governance.

Periodical Plant Visits.

Presentation materials as attachment to Agenda for discussion in the Board meetings.

Detailed discussions in the Board meetings of the Business models, Budgets, performance reviews future plans.

Inviting their views on various relevant matters of their expertise.