

PODDAR PIGMENTS LIMITED

POLICY

Familiarisation Programme for Independent Directors

Background

In accordance with provisions of Clause 49 of the Listing Agreement with the Stock Exchanges, the Company is required to familiarize the Independent Directors with the Company, their roles, rights responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes. details of such familiarization programmes are required to be disclosed on the company's website and a web link thereto shall be provided in the annual report.

Details of familiarization programmes

In compliance of the said provisions, following methods are applied by company to familiarize independent directors with the company:

1. Issue of appointment letters to independent directors which cover the role, rights and responsibilities in the company.
2. Presentations are made by company executives at the Board and committee meetings to familiarize the independent director about nature of the industry, business model of the company, sector wise performance of the company, periodical financial results, the budget and the control process etc.
3. Independent directors get an opportunity to interact with the company's management during Board / committee meetings, wherein KMP & SMP update about the business strategy, business models, performance of the company, etc.
4. Plant visit of the independent director are organized to familiarize them about operational and sustainability aspects of the units to enable them to have full understanding & appreciation on the activities of the company.

Power to Amend the Policy

The Policy may be amended from time to time by the Board.
