

## **FAMILIARISATION PROGRAMME OF INDEPENDENT DIRECTORS**

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The Statutory provisions under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 relating to Familiarisation Programme are as under:

- The company shall familiarise the independent directors through various programmes about the Company, including the following:
  - (a) nature of the industry in which the listed entity operates;
  - (b) business model of the listed entity;
  - (c) roles, rights, responsibilities of independent directors; and
  - (d) any other relevant information.
  
- The details of such familiarisation programmes shall be disclosed on the company's website and a web link thereto shall also be given in the Annual Report.

In the above context, the Company normally takes the following steps to familiarise the Independent directors:

1. Various plant visits are arranged to enable them to have full understanding of the operations of the Company.
2. The Company, through presentations at regular intervals, familiarises and updates them with the strategy, operations and functions of the Company and the Pharmaceutical Industry as a whole.
3. The new Independent Directors are updated with their roles, rights and responsibilities in the Company by specifying them in their appointment letter.
4. They are updated with the changes in the regulatory environment having significant impact on the operations of the Company.

During the FY 2018-19 the Company has conducted 11 programmes for familiarising the Directors for a total duration of 6 hours.

On Cumulative basis, the Company has conducted 48 programmes for familiarizing the Directors for a total duration of 42 hours and 55 minutes.

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