

'2018



AARTI  
INDUSTRIES  
LIMITED

FAMILIARIZATION PROGRAMME

Independent Director | ‘

## Familiarization Programme for Independent Directors

### 1. Preamble

All new independent directors inducted to the Board are taken through orientation session. The Program aims;

- i. To provide insights into the Company including Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management system; and
- ii. To help them understand their role and responsibilities to contribute significantly to the growth of the Company,

The Executive directors and Senior Management Team provide an overview of operations, organization structure, constitution, board procedures, various codes and procedures followed under prevailing corporate governance regime.

### 2. Awareness upon induction

The New Director is welcomed to the Board of the Company by sharing the following documents of the Company for his / her references:

- a) Formal letter of appointment with Role and Responsibilities,
- b) Memorandum and Articles of Association of the Company,
- c) Latest Annual Report,
- d) Code for Independent Directors,
- e) Code of Conduct for Directors and Senior Managerial Personnel,
- f) Code for Prevention of Insider Trading,
- g) List of Contact details of the Directors and Key Managerial Personnel, and

Other Initiatives to Update the Directors on a Continuing Basis includes;

- a) The Directors will 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.

- b) At various Board meetings during the year, presentations are made to the Board on safety, health and environment and sustainability issue, risk management, CSR activities, Company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which it operates, business excellence with areas of improvement and other relevant issue.
- c) Quarterly presentations on operations to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, subsidiary information, regulatory scenario etc.

### 3. Disclosures

Familiarization programs conducted on continual basis are uploaded on the Company's Website.

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