

ANMOL INDUSTRIES LIMITED



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Familiarization Programme for Independent Director (Version 2.0)

ANMOL INDUSTRIES LIMITED

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FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

PREAMBLE:

Regulation 25(7) read with 46(2) of the SEBI Listing Regulations and Schedule IV of the Companies Act, 2013, mandates the Company to familiarize the Independent Directors in the following areas:

- Familiarization with the Company;
- Roles;
- Rights and Responsibilities;
- Nature of Industry; and
- Business model of the Company.

OBJECTIVES:

To adopt a structured programme for orientation and training of the Independent Directors at the time of their joining so as to enable them to understand the Company- its operations, business, industry and environment in which it functions.

The Company shall follow a structured orientation and training programme for the Independent Directors to understand and get updated on the business and operations of the Company on a continuous basis.

The Program aims to provide insights into the Company to enable the Independent Directors understand their roles, rights and responsibilities and to get updated on the Company' Business & Operations so that they may contribute significantly to the Company.

IMPLEMENTATION:

Anmol Industries Limited (the "Company") proposes to implement the following programmes to familiarize the Independent Directors with the Company:

1. Industry overview, Business model of the Company and a brief introduction about the Company, its subsidiary and Associates, its Mission, Vision and Values Statement and providing Latest Annual Report.
2. A detailed appointment letter incorporating the role, duties and responsibilities is issued.
3. Providing Code of Conduct for Directors and Senior Management.
4. Providing an overview of the Roles, functions, Duties, Responsibilities and liabilities of Independent Directors as provided in the Companies Act, 2013.
5. Providing an overview of Directors Responsibility Statement forming part of Boards' Report.
6. Board evaluation process and procedures.

7. Visits to the Company's business locations and manufacturing units.
8. Technical sessions by external consultants/ experts outlining the roles, duties and responsibilities of Independent Directors from Companies Act, 2013.
9. On-going Programme

The Company shall conduct orientation programmes/presentations/training sessions periodically, to familiarise the Independent Director(s) with the strategy, operations and functions of the Company.

Such orientation programmes/presentations/training sessions will provide an opportunity to the Independent Director(s) to interact with the senior leadership team of the Company and help them understand the Company's strategy, business model, group structure, operations, service and product offerings, markets, organisation structure, finance, human resources, technology, quality, facilities, risk management strategy, governance policies, designated channels for flow of information and such other areas as deemed necessary.

Further, Director(s) shall be provided with necessary documents, reports and internal policies to enable them to be familiar with the Company's procedures and practices.

Independent Directors shall have the freedom to interact with the Company's management as deemed necessary. Independent Director(s) may also have independent discussions with relevant stakeholders to discuss the Company's business matters and put forth their combined views to the Board.

The Company may also conduct training programmes for its Independent Director(s) by experts outlining the roles, rights, duties and responsibilities of Independent Director(s) from the perspective of various Applicable Laws from time to time.

PROGRAMME AND DISCLOSURE:

- Familiarization programme will be conducted for new and continuing Independent Directors on "as need" basis during the Year.
- A web link thereto shall also be given in the Annual Reports of the Company. The disclosure will be according to Regulation 46 of Listing Regulations.

AMENDMENT AND REVIEW:

The Company may review this programme and make suitable revisions, as may be deemed necessary, from time to time.

Subject to Applicable Laws, the Board may amend, suspend or rescind this Policy at any time. Any issues pertaining to the Policy shall be resolved by the Board in line with the broad intent of the Policy. The Board may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy.

In the event of any conflict between the provisions of this Policy and any Applicable Laws, such Applicable Laws in force, shall prevail over this Policy.

DISCLOSURES:

The details of familiarization programmes imparted to independent directors shall be made available on the website of the Company in compliance with the SEBI Listing Regulations.
