

## **Familiarization Program for Independent Directors**

(In terms of Regulation 25(7) of the Listing Regulations)

### **Background**

The Listing Regulation requires listed companies to conduct familiarization program for the Independent Directors so as to familiarize them 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. Salem Erode Investments Ltd (hereinafter refer to as "SEIL"). facilitates the members of its Board to familiarize themselves with the industry and its operations.

### **Practices followed by the Company on a continuous basis**

- All the Independent Directors are made aware of their roles and responsibilities at the time of appointment through a formal letter of appointment, which also stipulates various terms and conditions of their engagement.
- At least one Board Meeting in a year has a detailed strategy session with the senior management team of SEIL. The members of the management team of SEIL make presentations to the Independent Directors which *inter alia* covers the industry scenario, strategic priorities for SEIL and the business model of the Company.

### **Other familiarization programs which the Company may conduct from time to time**

- The Company may conduct introductory programs when a new Independent Director is inducted on the Board of the Company.
- The Company management also organizes presentations to the Independent Directors to apprise them of key changes in regulations impacting the Company or the functioning, roles and responsibilities of the Board members. On promulgation of the Companies Act, 2013 and consequent changes to the SEBI regulations, such presentations and updates were provided to the members of the Board.

<b>Number of Independent Directors</b>	<b>Number of Programs attended</b>	<b>Number of Hours attended</b>
	<b>FY 2018-19</b>	<b>F.Y 2018-19</b>
Four	2 programs conducted during 2 Board Meetings	7 hours and 15