



**FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS:**

**PREAMBLE:**

Clause 49(II)(B)(7) of the Listing Agreement with the Stock Exchanges stipulates that:

- a) the Company shall 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.
- b) The details of such familiarization programmes shall be disclosed on the Company's website and a web link thereto shall also be given in the Annual Report.

**COMMENCEMENT:**

This Policy shall come into effect from 1<sup>st</sup> October 2014.

**POLICY OBJECTIVE:**

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

**ADMINISTRATION:**

The Familiarization programme for Independent Directors will be administrated and monitored by Nomination and Remuneration Committee.

**FAMILIARIZATION MODUL FOR INDEPENDENT DIRECTOR:**

Orientation module for new & existing Directors	Business overview and an outline of Corporate Plan and Annual Targets.	½ hr	CHAIRMAN  FUNCTIONAL HEADS
	Overview of Sales & Marketing.	½ hr	
	Introduction to Product Profile and visit to Technical Centre.	2 hr	
	Operations overview and visit to plants.	2 hr	
	Financial Performance, Budgeting and Planning.	1 hr	
	Orientation on Statutory Compliances as a Board Member.	½ hr	

**PROGRAMME AND DISCLOSURE:**

Familiarization programme will be conducted "as needed" basis during the year and shall be placed on the website of the Company at [www.welcaststeels.com](http://www.welcaststeels.com).