



## **SAB INDUSTRIES LIMITED**

### **FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS PURPOSE AND OBJECTIVE OF THE PROGRAMMES**

To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

### **FAMILIARIZATION AND CONTINUING EDUCATION PROCESS**

When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairman, Executive Director, Chief Financial Officer and Company Secretary of the company to brief him about the company, its businesses, key customers, business module wise performance, the salient features of the industries to which the Company supplies its goods and other relevant information.

New Independent Directors are provided with copy of latest Annual Report, the SABIL code of Conduct, the SABIL Code of Conduct for Prevention of Insider Trading, Code for Independent Director provided in Schedule IV of the Companies Act, 2013.

A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover and obligations on disclosures, is issued for the acceptance of the Independent Directors.

The Directors 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 and quality etc.

During Board Meetings/audit committee meetings, Directors are also informed about business performance, operations, market share, financial parameters, working capital management, fund flows, major litigation, compliances, CSR activities, regulatory scenario etc.

Directors are also informed on the various developments in the company through Email and other modes by the Chairman / Executive Director/ Company Secretary.

\*\*\*\*\*