

**POLICY ON FAMILIARISATION PROGRAMME FOR
INDEPENDENT DIRECTORS**

AksharChem[®]

AksharChem (India) Limited

CIN : L24110GJ1989PLC012441

PREAMBLE

In accordance with the Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended, the Company has formulated this policy for Familiarisation Programme for Independent Directors of the Company.

INTERPRETATION

Any terms used herein shall have the same meaning as defined in the Companies Act, 2013 or Rules made there under (including any statutory modification(s) or re-enactment thereof for the time being in force) or Listing obligations amended from time to time.

PURPOSE AND OBJECTIVE OF THE POLICY

To provide Independent Directors an insight into the affairs of Company and to familiarise them about the Company including the nature of the industry in which the Company operates, business model of the Company, and make them accustomed to their roles, rights and responsibilities that would facilitate their active participation in contributing to the Company.

FAMILIARIZATION AND CONTINUING EDUCATION PROCESS

- The newly appointed Independent Directors of the Company shall be familiarized with the various aspects of the Company like constitution, vision & mission statement, the activities, business model geographies in which the Company operates, band procedures, strategic direction, etc. by way of detailed presentation.
- A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.
- Material information like code of conduct, the code of internal procedures and conduct for prohibition of insider trading and other applicable policies of the Company, performance highlights, etc., will also to be provided to supplement the presentation and to create awareness to the Independent Director of their roles, rights, responsibilities towards the Company.
- The familiarisation programme shall also provide information relating to the financial performance of the Company and budget and control process of the Company.
- The Chairman & Managing Director and other executives of the Company shall lead the familiarisation programme on aspects related to business/industry. The Chief Financial Officer or such other authorised officer(s) of the Company may participate in the programme for providing inputs on financial performance of the Company and budget control process, etc. apart from involvement of company secretary and other senior management personnel/key managerial personnel of the Company and when required to conduct such programmes.

- The program shall be conducted in such manner as to facilitate and convenience the Independent Directors and enable them to attend the same in view of their busy schedules.

DISCLOSURE

As and when the familiarisation programme is conducted by the Company, the same will be disclosed on the website of the Company. The details of the familiarisation programme shall be disclosed on the Company website and a web link thereto still be provided in the Annual Report. As required under Regulation 46 of the Listing Regulations the details of familiarisation programme imparted to independent director shall include the following details:

- (a) number of programmes attended by independent directors during the year and on cumulative basis till date;
- (b) number of hours spent by independent directors in such programmes during the year and on cumulative basis till date; and
- (c) other relevant details.

REVIEW

This policy shall be reviewed periodically and may be amended by the Managing Director of the Company, as may be deemed necessary.