

RAJRATAN GLOBAL WIRE LIMITED

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS *[Pursuant to the Regulations 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]*

Purpose and Objective

The Company strongly believes that effective familiarization programme helps the Independent Directors, not only to have greater insight into Company's business but also contribute effectively in decision making at Board / Committee meetings.

Familiarization and Continuing Education Process:

1. The Company through its Managing Director/Senior executives conducts programmes/presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company. Such programmes /presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.
2. The programmes/presentations also familiarizes the Independent Directors with their roles, rights and responsibilities.
3. On appointment, the concerned director is issued a Letter of Appointment setting out in detail, the terms of appointment, duties, responsibilities and expected time commitments.
4. Each newly appointed Independent Director is taken through a formal induction program including the presentation from the Managing director and other Senior Executives on the Company's manufacturing, marketing, finance and other important aspects of the Company's business. Relevant literature relating to the Company such as Annual Reports, CSR etc. are provided to the Independent Directors on their appointment.
5. The Company Secretary sends a formal letter to the Directors about their legal and regulatory responsibilities as a Director and the compliances required from them under the Companies Act, 2013 and applicable SEBI Regulations.
6. The induction for the Independent Director includes interactive sessions with the Executive Members and the Functional Heads and also includes a visit to the manufacturing site, so as to familiarize them about the couplings manufacturing and other related aspects.
7. The Directors get an opportunity to visit Company's plant, where plant heads appraise 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, quality, CSR, Sustainability etc.
8. Quarterly presentations on operations made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, subsidiary information, donations, regulatory scenario etc.

9. Quarterly results / press release of the Company are sent to the Directors.

Review:

The programme shall be periodically reviewed in conformity with statutory and regulatory requirements, if any.