



## RALLIS INDIA LIMITED

### **DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS** **(Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)**

The Company has a familiarization programme for independent directors (copy available on the Company's website). The objective of the familiarization programme is to provide orientation and training to Independent Directors at the time of their joining so as to enable them to understand the Company, its operations, business, industry and environment in which it functions and the regulatory environment applicable to it. It also aims to update the Independent Directors on a continuing basis on any significant changes in any of the above, to enable them to be in a position to take well informed and timely decisions.

The Company periodically arranges Board Strategy discussions at any of the Company's plants, Research & Development Centre or off-site locations. The Directors get an opportunity to see the Company's operations and laboratories, interact with the Plant Head and scientists and review the sustainability aspects of the Plant. Business Heads also present their plans and priorities to the Board. This enables the Directors to gain insight on the operations of the Company and initiatives taken on safety, quality, environment issues, CSR, Sustainability, etc.

During the financial year 2018-19, the following familiarization programmes for Independent Directors were conducted:

Sr. No.	Subject matter of the Programmes	No. of programmes attended by Independent Directors		No. of hours spent by Independent Directors	
		FY 2018-19	Cumulative till date	FY 2018-19	Cumulative till date
1.	Internal Controls on Financial Reporting	1	2	0.5	1.5
2.	Indian Accounting Standards	0	1	0	1
3.	Long Term Strategy Plan	1	5	1	13
4.	Technology/ Manufacturing Strategy and Contract Manufacturing plans	0	3	0	6
5.	Leveraging Digital Technology	0	3	0	5
6.	HR Strategy/ People Plans	0	4	0	6
7.	Interaction with senior and middle management and presentations of Functional Plans.	0	1	0	4
8.	Orientation session for new Independent Directors on their appointment	0	1	0	2
9.	Visit to Company's Plants/ Field visits/ CSR Project site	2	10	18	37
10.	Presentations by Experts to the Directors on role, rights and responsibilities of Independent Directors, Corporate Governance and Board Effectiveness, Business Excellence and GST	0	1	0	3

Besides the above, presentations on new developments are included as part of Board discussions. The areas covered therein relates to the following:

- Updates on various statutory and regulatory changes.
- EHS and sustainability initiatives
- Presentations on Risk Management, CSR, HR processes, etc. are made at Meetings of their respective Committees, where several of the Independent Directors are also members.