



## 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 2019-20, the following familiarization programmes were conducted for the Independent Directors:

<b>Sr. No.</b>	<b>Subject matter of the Programmes</b>	<b>No. of programmes attended by Independent Directors</b>	<b>No. of hours spent by Independent Directors</b>
1.	Strategy Board Meetings / meet along with interaction with business / function heads	2	4 hours
2.	Presentation on CARO 2020 update	1	1 hours
3.	Presentation on Environment, Health and Sustainability update	4	3 hours
4.	Assessment of effectiveness of the Audit Committee and internal audit function	1	1 hours
5.	Update on C-SAFE Programme	1	1 hours
6.	Presentation on CSR Initiatives and Updates	2	2 hours
7.	Presentation on tax matters and pending litigation updates	2	1.5 hours
8.	HR Strategy/ People Plans / Succession Planning	3	2 hours
9.	Regulatory Updates	1	0.5 hours
<b>TOTAL</b>			<b>16 hours</b>



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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
- Safety 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

### **Summary of Familiarization programme of Independent Directors:**

Total no. of hours spent on familiarization programme in the financial year 2019-20	Approximately 16 hours
Cumulative hours spent on familiarization till date (from April 1, 2018)	Approximately 75 hours