

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Ref: Schedule IV {Section 149 (8)} of the Companies Act, 2013

&

SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

The Company has in place a familiarization programme for its Independent Directors. The objective of the familiarization programme is to provide 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.

The Directors from time to time get an opportunity to visit Company's plants/divisions, where plant/division heads apprise them of the operational aspects of the plants/divisions to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, etc. This enables the Directors to get a deeper insight in the operations of the Company.

During the financial year 2015-16, the following familiarisation 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 2015-16	Cumulative till date	FY 2015-16	Cumulative till date
1.	Internal Controls on Financial Reporting	1	1	2 hour	2 hour
2.	Indian Accounting Standards	2	2	2 hour	2 hour
3.	Legal Compliance Monitoring System	1	1	30 mins	30 mins
4.	Long Term Strategy plan of the Company	2	2	6 hours	6 hours
5.	Business Assurance	1	1	30 mins	30 mins
6.	SEBI (Listing Obligations and Disclosure Requirements) Regulation 2015, Secretarial Standards and other regulatory updates	1	1	1 hour	1 hour

Besides the above, the independent directors are familiarized with the risk management, HR processes, safety and CSR initiatives of the Company at their respective committee meetings on which they are members.

Review of the Programme:

The Company may review the programme and make necessary revisions, as and when required.

Disclosure requirement:

The familiarisation programme is disclosed on Company's website www.hariyanagroup.com.
