

GRAVITA INDIA LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

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1. PREAMBLE:

- In terms of Listing Agreement, as amended from time to time, the Company is required to familiarize its Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.
- Also, in terms of Schedule IV of the Companies Act, 2013 the Independent Directors are required to undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the Company.

2. FAMILIARIZATION FRAMEWORK FOR INDEPENDENT DIRECTORS:

- The Company has over the years, been familiarizing the Independent Directors on its Board, with detailed presentations on the Company and its operations and business plans, the nature of industries in which the Company operates and the model of its respective businesses at its Board meetings.
- Such programme /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 and risk management and such other areas as may arise from time to time.
- The programme/presentations also familiarize the Independent Directors with their roles, rights and responsibilities.
- Whenever Independent Directors desire to meet with any of the Business Heads or Members of Senior Management Team, the same is also facilitated.
- In addition to the above, meetings are also scheduled at business / manufacturing sites, which provide Independent Directors with a first-hand exposure of the business / manufacturing team and the operations there at.
- The Company also provide regular updates on relevant changes in Company Law and the Listing Agreement to ensure that its Independent Directors are kept abreast on these regulations.

3. FAMILIARIZATION FRAMEWORK FOR NEW INDEPENDENT DIRECTORS:

- The Company conducts an introductory familiarization programme when a new Independent Director joins the Board of the Company.
- New Independent Directors are provided with copy of latest Annual Report, the Company's Code of Conduct, the Company's Code of Conduct for Prevention of Insider Trading to let them have an insight of the Company's present status and their regulatory requirements.
- The induction comprises a detailed overview of the business verticals of the Company and meetings with business heads / senior leadership team, and with the Managing Director of the Company.

4. DISCLOSURE OF THE PROGRAMME:

The Company shall comply with such disclosure requirements relating to this Programme as may be stipulated under applicable regulatory requirements. As per existing regulatory requirements, in compliance with the terms of Listing Agreement, the details of this Programme shall be uploaded on the website of the Company at www.gravitaindia.com and a web link thereto shall be provided in the Company's Annual Report.
