



## **THE SCOTTISH ASSAM (INDIA) LTD**

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### **POLICY ON FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

#### **Preamble:**

The familiarization programmes for Independent Directors of The Scottish Assam (India) Limited has been adopted by the Board of Directors pursuant to Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ( hereinafter referred as “SEBI LODR Regulations”) and Schedule IV of the Companies Act, 2013. The provisions of SEBI LODR Regulations envisage that the Company shall familiarize the Independent Directors on their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc., through various programmes.

The Schedule IV of the Companies Act also mandates that the Independent Directors shall undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the Company.

#### **Purpose & Objective:**

- The programme aim to provide insights into the Company to enable the independent directors to understand its business in depth and contribute significantly to the Company.
- To adopt a structured programme for orientation, training & familiarize the independent directors with the functions and the regulatory environment applicable to the Company besides getting themselves updated on the business, industry, operations & financials of the Company on a continuous basis.

#### **Familiarization Process:**

- The Company arranges meetings of the independent directors with the Directors/Senior Managerial Personnel before they are invited to join the Board to familiarize them with the strategy, operations, functions and financials of the Company.
- Such meetings/programmes provides an opportunity to the independent directors to interact with the Directors/ Senior Management Personnel of the Company and help them to understand the Company’s strategy, tea industry, business model, operations, financials, service, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.
- The meetings/programmes also familiarizes the independent directors with their roles, rights and responsibilities.



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- The Company also provides the information at the Board Meetings which includes updates on regulatory, business environment, risk management, Company policies, various financial parameters and other relevant issues. The management further reports on business performance, operations, senior management changes, litigation, compliances to the Board.

### **Disclosure of programme:**

The programme shall be disclosed on the Company's website.

### **Review and Amendment:**

The Board shall subject to applicable laws and regulations, review and amend the provision(s) with the new provision(s) or replace entirely with a new programme.

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