

E.I.D.- PARRY (INDIA) LIMITED

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(Pursuant to Regulation 25(7) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)

The Members of the Board of E.I.D. - Parry (India) Limited are provided with opportunities to familiarize themselves with the Company, its management and operations and the industry perspective. The Directors interact with senior management personnel and are provided with relevant updates on the Company for enabling a good understanding of the Company, its various operations and the industry of which it is a part.

In addition to the requirements of Listing Regulations, the Code for Independent Directors under Schedule IV also lays down the standards for fulfillment of their responsibilities in a professional and faithful manner to promote confidence of all stakeholders. The Company recognizes the importance of institutionalizing a familiarization programme for its Directors so that they can keep themselves well informed about the Company and the external environment in which it operates.

Some of the practices in the familiarisation programme are conducted on a continuous basis and some on case to case basis. Further there are specific practices which the Company follows at the time of induction of a new director.

The familiarisation programme at EID broadly encompasses the following:

- At the time of appointment the Independent Directors are made aware of their role, function, duties and responsibilities through a formal letter of appointment. They are also made aware of the Company's policies and procedures.
- Every new director is also provided with a Director's Handbook which provides an overview of the basic elements of corporate directorship in the Murugappa Group of companies, an insight to Directors on what they can expect from the companies and what is expected of them and the practices followed at the Board of Directors ("the Board") and the Committees of Directors ("Committees") meetings. An Audit Committee manual is also provided to the Directors who are members of the Audit Committee to make them aware of the specific duties and responsibilities. Handbook and the Audit Committee Manual are updated based on the changes/ amendments made to the statutes.
- On an on-going basis, the Managing Director, Business heads, CFO and the senior management team make presentations on the industry scenario, strategy, operations and performance of the business/Company. The Independent Directors interact with the senior management team during these presentations.

The details of the familiarization programme(s) imparted to Directors including the independent directors for the FY 2015-16 are given below:

No. of /Details of specific programmes	Frequency	Total number of hours spent during 2015-16	Attendance by Independent Directors
Regulatory updates	Quarterly at the Board Meeting	Approx. 1 hour 30 mn	Based on attendance at the Meeting
Industry updates	Quarterly and at the time of presentation of Business Plan	Approx 1 hour	Based on attendance at the Meeting
Operational matters	Quarterly at the Board Meeting	9 hours	Based on attendance at the Meeting
Meeting with Business Head– Bio & his team	-	3 hours	Dr.Rca Godbole, Independent Director
Specific Plant Visit (Sugar and Nutraceuticals)	-	50 hours	Dr.Rca Godbole, Independent Director visited the Nellikuppam Integrated Complex and Oonaiyur plants