



FAMILIARISATION PROGRAMMES FOR INDEPENDENT DIRECTORS

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

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Familiarisation Programmes for Independent Directors
(In terms of Regulation 25 (7) read with 46 (2) (i) of SEBI (Listing Obligations and Disclosure Requirements), 2015)

1. Preamble

Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (**"SEBI LODR"**) inter-alia stipulates that the Company shall familiarize the Independent Directors of 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.

In addition to the requirements of SEBI LODR, the Code for Independent Directors under Schedule IV of the Companies Act, 2013 stipulates that the independent directors shall undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the Company. 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.

2. Objective

The familiarization programme of E.I.D.-Parry (India) Limited (**"The Company"**) aims to provide opportunities to familiarize the independent directors (**"ID"**) with the Company, its management and operations and the industry perspective.

3. Familiarization Programme

The Company issues letter of appointment to each ID at the time of his/her appointment. The said letter of appointment contains the ID's role, function, duties and responsibilities vis-a-vis the Company. 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 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 considering the changes in the statutes.

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.

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 IDs interact with the senior management team during these presentations.

Updates on relevant statutory changes on laws concerning the Company are informed to the entire Board on regular intervals.

The details of the familiarization programme(s) imparted to Directors including the IDs for the FY 2019-20 are given below:

Details of specific programmes	Frequency	Total number of hours spent during 2019-20	Attendance by IDs
Regulatory updates	Quarterly at the Board Meeting	Approx. 1 hour 30 mn	Based on attendance at the Meeting
Industry updates of each of the businesses of the Company and the wholly owned subsidiaries	Quarterly and at the time of presentation of Business Plan	Approx. 1 hour 30 mn	Based on attendance at the Meeting
Operational matters of each of the businesses of the Company and the wholly owned subsidiaries	Quarterly at the Board Meeting	Approx. 5 hour	Based on attendance at the Meeting
Detailed Business Plan of each of the businesses of the Company along with specific strategy for each of the functions		Approx. 6 hour	Based on attendance at the Meeting
R&D Strategy Meeting with Sugar and Nutra Team		Approx. 6 hour	Dr.Rca Godbole, ID