

EMPEE SUGARS AND CHEMICALS LIMITED

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

To have a structured programme for orientation and training of 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.

To apprise the Directors on a continuing basis on any significant changes therein so as to be in a position to take well-informed and timely decisions.

INDUCTION OF NEW DIRECTORS.

A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.

A meeting with Business /Unit Heads and Corporate functional heads is also arranged.

A brief introduction to the Company and its main operating subsidiaries is also made.

At various Board Meetings during the year, presentations are made to the Board on Sustainability issues, Risk Management, Company policies, changes in the regulatory environment applicable to the corporate sector and to the Industry in which the Company operates, with areas of improvement and other relevant issues.

Quarterly presentations on operations made to the Board include information on business performance, finance, operations, market share, financial parameters, working capital management, fund flows, senior management changes, major litigation, compliances, subsidiary information, etc.
