

# Familiarization Program for Independent Directors'

[In terms of Regulation 25(7) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015]

**A. STATUTORY PROVISION:**

Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 stipulates that the listed entity shall familiarize the Independent Directors through various programmes about the listed entity, including the followings:

- i. Nature of the industry in which the listed entity operates;
- ii. Business model of the listed entity;
- iii. Roles rights and responsibility of Independent Directors; and
- iv. Any other relevant information.

As per Listing Regulation the details of the Familiarization programme for Independent Directors shall be disseminated on the website of the Company.

**B. FAMILARIZATION PROCESS OF THE COMPANY:**

Garware Hi-Tech Films Limited (Fomerly known as Garware Polyester Limited) ('Company') familiarization program of the Independent Director include the following:-

- Organizes meetings of Independent Director with the Whole Time Directors, Joint Managing Directors, Chairman and Managing Director of the company to familiarize and give understanding and functioning of the Industry as well as the Company.
- Company also issues a formal letter of appointment which inter alia includes professional conduct, functions, responsibilities, duties, entitlement, term, and disclosure of interest of the Independent Directors.
- Executive Directors, Key Managerial Personnel and Senior Leadership team of the Company interact with the Independent Directors and discuss Company's strategy, operations and functions of the Company also keep them updated about Companies policies.
- The Company follows a structured orientation programme for the Independent Directors to understand and get updated on the

business, operations as well as the regulatory requirement on a continuous basis.

- Presentations are made to the Board of Directors / Audit Committee (AC) where Directors get an opportunity to interact with Executive Committee members and Business Heads.
- The Board of Directors has complete access to the information within the Company. Independent Directors have the freedom to interact with the Company's management.
- Independent Director meet without the presence of any management personnel and their meetings are conducted informally to enable the Independent Directors to discuss matters pertaining to the Company's affairs and put forth their combined views to the Board of Directors of the Company.

**C. DISCLOSURE OF THE POLICY:**

This Policy shall be uploaded on the Company's website for public information.

=====