



Lloyds Steels Industries Limited

POLICY ON FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

Effective from 10.11.2016

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

PURPOSE

This Familiarization Programme for Independent Directors has been adopted pursuant to Regulations 25(7) of SEBI (Listing Obligations & Disclosure Requirements), Regulations 2015.

OBJECTIVE OF THE PROGRAMME

To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

FAMILIARIZATION AND CONTINUING EDUCATION PROCESS

- ✓ The Company through its Managing Director / Executive Director / Key Managerial Personnel conducts programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.
- ✓ Such programmes /presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, service and product, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.
- ✓ The programmes/presentations also familiarize the Independent Directors with their roles, rights and responsibilities.
- ✓ When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairperson, Managing Director, Chief Financial Officer to discuss the functioning of the Board and the nature of the operation of the Company's business activities.
- ✓ New Independent Directors are provided with copy of latest Annual Report, the Code of Conduct and the Code of Conduct for Prevention of Insider Trading.
- ✓ The Company provides the Directors with the tours of company's facilities from time to time.
- ✓ A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.

OTHER INITIATIVES TO UPDATE THE DIRECTORS ON A CONTINUING BASIS

- ✓ At various Board meetings during the year, presentations are made to the Board on financial performance, budgeting and planning, overview of performance of various businesses, statutory reporting including Internal Audit reports and compliance related certifications, risk management, company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which it operates;
- ✓ Quarterly presentations on operations made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, major litigation, compliances regulatory scenario etc.;

DISCLOSURE

This familiarization program shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.
