



FIEM INDUSTRIES LIMITED
FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Purpose & Objective:

- 1.1 Fiem Industries Limited believes that the Board should be well informed/familiarized with Company. The Company is required to familiarize its Independent Directors (IDs) with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc.
- 1.2 Accordingly, the Company shall follow periodic familiarisation programme for the IDs.
- 1.3 The Program aims to provide insights into the Company and to enable the Independent Directors to understand Business & Operations of the Company, Industry matrix so that they can play their roles and exercise powers and responsibilities in a more meaningful way.

2. Legal Framework

- 2.1 **Schedule IV of the Companies Act, 2013 read with Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the “Listing Regulations”), mandate the Company to familiarize the Independent Directors with the Company.**
- 2.2 **Listing Regulations mandates the Company to familiarize the Independent Directors in the following areas:**
 - a) Familiarization with the Company
 - b) Roles
 - c) Rights and Responsibilities
 - d) Nature of Industry in which the Company operates
 - e) The business model of the Company etc.
- 2.3 **Through the familiarization programme, the Company intends to achieve the following objectives:**
 - a) To apprise the Independent Directors about the business model, corporate strategy, nature of industry, business operations of the Company.
 - b) To apprise them about their roles and responsibilities in the Company.
 - c) To familiarize them with Company’s vision, core values, ethics and Corporate Governance practices.

3. Familiarization Process

3.1 Induction

- 3.1.1 Each new Independent Director shall, after his/her appointment, spend time at the corporate office for personal briefings by senior management on the Company's operations, strategic plans, its financial statements, its key policies and practices and other related details as may be necessary.

3.2 **Roles & Responsibility**

3.2.1 The Company shall periodically provide materials or briefing sessions for Independent Directors on subjects that would assist them in discharging their duties and responsibilities. The Company shall also provide regular updates on relevant changes in Company Law and the Listing Regulations, SEBI Regulations to ensure that its Independent Directors are kept abreast on these regulations.

3.3 **Off-Site Visits to Plants**

3.3.1 As and when convenient to Independent Director, he /she get the opportunity to visit plants, where management apprise them of the operational aspects of the Units to enable them to have full understanding & appreciation on the activities of the Company.

3.3.2 Whenever Independent Directors desire to meet with any of the Key Managerial Person or Senior Management Team, the same is also facilitated.