

SREELEATHERS LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

PURPOSE AND 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 offerings, markets, organization structure, finance, human resources, quality, facilities and risk management and such other areas as may arise from time to time.

The programmes/presentations also familiarizes 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 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 of the Company, Schedule of upcoming Board and committee meetings.

A detailed Appointment Letter incorporating the role, duties and responsibilities, 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 safety, health and environment and sustainability issue, 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, senior management change, major litigation, compliances, regulatory scenario etc.

Quarterly results are sent to the Directors.

DETAILS OF FAMILIRIZATION PROGRAMME IMPARTED TO THE INDEPENDENT DIRECTORS :

- FY 2021-22 on 14.02.2022
- FY 2020-21 on 14.09.2020
- FY 2019-20 on 09.08.2019
- FY 2018-19 on 14.08.2018
- FY 2017-18 on 14.09.2017
- FY 2016-17 on 13.08.2016
- FY 2015-16 on 14.08.2015

Number of hours spent by Independent Directors in such programmes:

- During FY 2021-22 : Approx. 1.5 hours
- Cumulative basis till date: Approx. 20 Hours on cumulative basis

Purpose of Programme(s):

- 1) The Company's strategy, operations and functions, Industry perspective and issues;
- 2) Business Model of the Company;
- 3) Overview of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015;
- 4) Rights and Responsibility of Independent Directors under Corporate Governance;

Recent changes in the regulatory framework regularly are placed before the Board members for discussion, during the course of Board meetings. Thus, all efforts are made to ensure that the Directors remain updated on the Company's matters as well as sectoral and industry sentiments, as also about various geographies in which it operates.