

SHARAT INDUSTRIES LIMITED

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

OBJECTIVE OF THE PROGRAMMES

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 PROGRAMMES

The Company has a familiarisation programme periodically for its independent directors through its Managing Director / Key Managerial Personnel / Senior management by way of presentations.

The familiarisation programme includes:

- Corporate History & Promoter Group
- Nature of business and company's strategic and operating plans.
- Matters relating to Aqua Culture and related industries, technology developments, future growth prospects, financial performance, customer programs, market trends, case studies, risk management, operations, foreign exchange movement, commodity prices, quality presentations, human resources training programs, auditors updates, legal updates, relevant Company Policies, working capital management, funds flow, capital expenditure programs, major litigation, Compliance Management, and such other areas as may arise from time to time;
- Roles, Responsibilities, duties and obligations as a member of the board.
- Plant visits.
- Any other matter which director specifically advises to present.

Presentations are regularly made to the Board of Directors/ Audit Committee, Stakeholders Relationship Committee, Nomination and Remuneration Committee, Risk Management Committee, Corporate Social Responsibility Committee.

A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, is issued for the acceptance of the Independent Directors.

Also, Independent Directors are provided with copies of latest Annual Report, Code of Conduct, Code of Internal procedures and conduct for regulating, monitoring and reporting of trading by insiders, Related Party Transaction Policy, Whistle blower policy, Policy on disclosure of material events / information and Policy on Prevention, Risk Management Policy, Prohibition and Redressal of Sexual Harassment and Non-discrimination at Work Place.