



Dhampur Sugar Mills Limited

Familiarisation Programme for Independent Directors

This Familiarisation Programme (“the program”) for Independent Directors of Dhampur Sugar Mills Limited, (“ the Company”) has been adopted by the Board of Directors pursuant to Clause 49 of the Listing Agreement.

Purpose

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business thoroughly that will help them to contribute significantly to the Company.

The Familiarisation programme has been designed considering the need of making the Independent Directors familiarised with the Company, their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, compliance management of the Company, etc.

The Programme has been designed considering the specific needs of corporate governance and the expected obligations of Independent Directors in view of the onerous responsibility conferred by the Companies Act 2013 and the Listing Agreement, as amended from time to time.

Familiarisation Process

- **For new Independent Director joining the Board** : The Company shall through its Executive Directors/Key Managerial Personnels familiarize the Independent Director with regard to above areas.
- **For on-going Familiarisation Programme** : The Company shall through its Executive Directors/Key Managerial Personnels and other Senior Managerial Personnel conduct programs/ presentations at such periodic intervals as may deem necessary to familiarize the Independent Directors with the strategy, operations and functions of the Company that will help the Independent Directors to understand the Company’s strategy, business model, operations, service and product offerings, markets, finance, technology, human resources, quality, facilities, technology and risk management and such other areas as may arise from time to time. ;
 - ◆ The programs/ presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;
 - ◆ Visit to plant site as per the convenience of directors.
 - ◆ The Company may circulate news and articles related to the industry and may provide specific regulatory updates from time to time.

Disclosure of the Policy

This policy 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.

Review of the Program

The Board shall review this Program and make revisions as may be required from time to time.
