



FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS OF
BHARAT WIRE ROPES LIMITED

(Effective w.e.f 12th February, 2022)

1. **Preamble:**

In terms of Regulation 25(7) of the SEBI (Listing Obligations And Disclosures Requirements) Regulations, 2015 the Company is required to familiarize the Independent Directors 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., through various programmes.

- a) The Company shall familiarize the Independent Directors 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., through various programmes.
- b) The details of such familiarization programmes shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

Also, in terms of Schedule IV of the Companies Act, 2013 the Independent Directors are required to undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the Company.

2. **Purpose & Objective:**

- To adopt a structured programme for orientation and training of Independent Directors at the time of their joining so as to enable them to understand the Company, its operations, business, industry and environment in which it function.
- To update the directors on a continuous basis on any significant changes.

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company

3. **Details of the Familiarization Programme conducted for Independent Directors:**

- The Company has been familiarizing the Independent Directors on its Board, on an ongoing basis.
- The Directors are explained in detail the Compliance required from him under Companies Act, 2013, and other various statutes and an affirmation is obtained. Further, on an ongoing basis as a part of Agenda of Board / Committee Meetings, presentations are regularly made to the Independent Directors on various matters, inter alia, covering the Company's businesses and operations, industry and regulatory updates, strategy, finance, risk management framework, role, rights, responsibilities of the Independent Directors under various statutes and other relevant matters.

- The Board of Directors has complete access to the information within the Company.
- Presentations are made regularly at the meeting of the Board of Directors of the Company (“**Board**”), Nomination & Remuneration Committee of the Board and Audit Committee of the Board etc. Directors are also informed of the various developments in the Company through various modes of communications.

4. Familiarization module for Independent Directors:

- A familiarization pack (welcome kit) is given to the incoming director, which includes the Company’s Memorandum & Articles of Association, Annual Reports, Code of Business Conduct & Ethics applicable to the Directors/employees of the Company, Code of Conduct of Insider Trading Prohibition Policy.
- In case a Director is inducted in any of the Committee of the Board, the charter of the respective committees will be part of the welcome kit.
- A detailed appointment letter incorporating the roles, duties, and responsibilities, performance evaluation process, remuneration and obligation on disclosures is issued for his/her acceptance.

5. 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.

- a) Familiarization programme will be conducted “as needed” basis during the year.
- b) As and when familiarization programme is conducted, the same will be disclosed on the website of the Company.

6. Review of the Program:

The Board will review this Program and make revisions as may be required.

This Revised Policy is adopted in the Board Meeting held on 12th February, 2022 and effective w.e.f 12th February, 2022
