



**S** **TLL** *Sindhu Trade Links Ltd.*

## **FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS**

### **Preamble:**

In terms of Clause 49(II) (B) (7) of the Listing Agreement with the Stock Exchanges, it is required that:

- 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.

### **Familiarization and Continuing Education Process:**

- a) 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.
- b) 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, technology, quality, facilities and risk management and such other areas as may arise from time to time.
- c) The programmes/presentations also familiarize the Independent Directors with their roles, rights and responsibilities.
- d) The Company provides the Directors with the tours of company's facilities from time to time.

### **Other Initiatives to Update the Directors on a Continuing Basis:**

- a) On an on-going basis, the Company, through its Managing Director & CEO and the Senior Managerial Personnel, conducts programs / presentations to familiarize the Independent Directors with the strategy, operations and functions of the Company. Such programs / presentations provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, facilities and risk management and such other areas. Presentations are made regularly to the Board of Directors / Audit Committee (AC) (minutes of AC and other

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CIN : L63020DL1992PLC121695



Board Committees are circulated to the Board), where Directors get an opportunity to interact with Executive Committee members and Business Heads.

- b) Independent Directors have the freedom to interact with the Company's management. Interactions happen during Board / Committee meetings, when Business Heads are asked to make presentations about performance of their Business Division to the Board. Apart from this, they also have independent interactions with the Statutory Auditors, the Internal Auditors and external advisors appointed from time to time. Further, they meet regularly without the presence of any management personnel and their meetings are conducted informally to enable the Independent Directors to discuss matters pertaining to the Company's affairs and put forth their combined views to the Board of Directors of the Company.
- c) Independent Directors are also free to meet separately without the presence of any management personnel and their meetings are conducted informally to enable the Independent Directors to discuss matters pertaining to the Company's affairs and put forth their combined views to the Board of Directors of the Company.
- d) Each member of the board, including the independent directors, have been given complete access to any information relating to the company, whenever they so request.

**Business Model / Nature of the Industry:**

The company is currently engaged in the logistics, trading in oil and lubricants and finance and investment and proposed to enter into new areas of operations.

**Disclosure /Amendment:**

- a) This Policy shall be disclosed on the website of the Company and a web link thereto, shall be provided in the Annual Report of the Company.
- b) The right to interpret/amend/modify this Policy vests with the Board of Directors of the Company.

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