

RAJASTHAN ANTIBIOTICS LTD

FAMILIARIZATION PROGRAMMES
FOR INDEPENDENT DIRECTORS





FAMILIARIZATION PROGRAMMES FOR INDEPENDENT DIRECTORS

(Under Regulation 25 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)

Preamble

Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), inter-alia, stipulates that the Company shall familiarize the independent directors with the Company, their roles, rights, responsibilities, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

In order to enable the Independent Directors to fulfil their responsibilities efficiently and effectively, a Familiarisation Programme ("the Programme") has been put in place by Rajasthan Antibiotics Limited ("RAL" or "the Company") to assist them understand details about 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 this programme the company facilitates the members of its Board to familiarise themselves with the industry and its operations.

This programme has been approved by the Board of Directors in its meeting held on January 05, 2022.

Familiarization Programme

- The Company through its Managing Director/Executive Director/Key Managerial Personnel conducts programmes/presentations periodically to familiarize the Independent Directors with Strategy, operations and functions of the Company.
- At the time of joining, appointment letter is issued to Independent Directors and an Induction program is conducted to familiarize Directors with their roles, duties and responsibilities, remuneration and performance evaluation process, Code of conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.
- When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairperson, Managing Director, Chief Financial Officer to discuss the functioning of the Board and the nature of the operation of the Company's business activities.
- All Independent Directors are provided with relevant Documents, reports and internal policies to enable them to familiarize with the Company's procedures and practices.
- The Independent Directors are explained and regularly updated on the compliances required from them under the Companies Act 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 & other relevant Regulations, Securities law and other applicable laws to ensure that Directors are kept abreast on these regulations.
- Independent Directors have access to ;
 - ❖ Company's strategy and its business model;
 - ❖ Updation on Business (achievements/new products/expansion/strategy/budgets) etc.
 - ❖ Operations of the Company ;
 - ❖ Financials of the Company;

- ❖ Internal Controls, identification of weakness, if any, and improvisation in such controls;
 - ❖ Interact with the Statutory Auditors, Internal Auditors and Cost Auditors, Secretarial Auditors and External Advisors, if any, appointed by the Company.

 - ❖ Interact with the Company's Management which happens generally prior to/during Board/Committee Meetings.
- Site visits to the plant locations are also being organized for the Directors, where plant heads appraise them of operational aspects of the plants to enable them to understand the operations of the Company and initiatives taken on safety, quality sustainability etc.

Disclosure of the Policy

- i. 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 Corporate Governance Section of the Annual Report of the Company.
- ii. Following information will be disclosed on the Website of the Company: (a) Details of familiarization programmes imparted to Independent Directors; (b) Number of Programmes attended by the Independent Directors (during the year and on cumulative basis till date); (c) Number of hours spent by the Independent Directors in such programmes (during the year and on cumulative basis till date); and (d) Other relevant details.

Review of the Program

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