



POLSON LIMITED

("THE Company")

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Objective	<ul style="list-style-type: none"> ➤ The Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.
Induction, Training and Familiarisation programme for the Independent Directors:	<ul style="list-style-type: none"> ➤ The Familiarization Programme aims to provide Independent Directors with the Leather Chemical Industry scenario, the socio-economic environment in which the Company operates, the business model, the operational and financial performance of the Company, to update the Independent Directors on a continuous basis on significant developments so as to enable them to take well informed decisions in a timely manner. ➤ The Familiarization Programme also seeks to update the Independent directors on their roles, responsibilities, rights and duties under the Companies Act, 2013 and other relevant legislations. ➤ On appointment, the concerned director is issued a Letter of Appointment setting out in detail, the terms of appointment, duties, responsibilities and expected time commitments. ➤ Each newly appointed Independent Director is taken through a formal induction program including the presentation from the Managing Director & CFO and other Senior Executives on important aspects of the Company's business. Relevant literature relating to the Company such as Annual Reports, CSR and Sustainability Reports etc. are provided to the Independent Directors on their appointment. ➤ The induction for Independent Directors includes interactive sessions with Executive Members and other Functional heads and also includes a visit to the factory premises so as to familiarize them about the operations of the company and other related aspects.
Disclosure	<ul style="list-style-type: none"> ➤ As and when the Programme is conducted, details shall be uploaded on the Company's website for public information and a web link for the same shall be provided in the Annual Report of the Company.
Review	<ul style="list-style-type: none"> ➤ The Programme shall be periodically reviewed and brought in conformity with statutory and regulatory requirements, if any.

Regulation 25(7) of Chapter IV of SEBI (Listing Obligations & Disclosure Requirements) Regulation, 2015 {effective from December 1, 2015} provides that the listed entity shall familiarize the independent directors through various programmes about the listed entity, including the following:

- a) Nature of the industry in which the listed entity operates;
- b) Business model of the listed entity;
- c) Roles, rights, responsibilities of independent directors; and
- d) Any other relevant information

Pursuant to the above Regulation, the Company has conducted Familiarization Programme for Independent Directors