

Pushpsons Industries Limited

Policy

on

Familiarization Programme for Independent Directors

Preamble

The Familiarization Program for Independent Directors (“the Program”) of Pushpsons Industries Limited (“the Company”) has been adopted by the Board of Directors which is in the line of Clause 49(II)(B)(7) of the Listing Agreement. 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 this Programme and to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

Familiarization Process

Process under the familiarization Programme starts with induction of the Independent director on joining the Board of the Company. The new director is welcomed by sharing the following documents of the Company for his / her references:

- a. Memorandum of Association and Articles of Association of the Company.
 - b. Annual Reports of last three consecutive years.
 - c. Details of nature of Industry, Products, Brands, Sales and Distribution channel, Position of the Company in the Industry etc.
 - d. Shareholding Pattern, the Board structure, the Board Committees and their functions, policies applicable to the director, their roles, responsibilities, duties, rights as a director;
 - e. Code of Conduct for Directors and Senior Managerial Personnel;
 - f. Copies of Company’s policy:
 - Vigil Mechanism / Whistle Blower policy;
 - Risk Management Policy;
 - Related Party Transaction Policy;
 - g. Board evaluation process and procedures;
 - h. Organizational Chart of the Company and the profile of all the Directors and the Senior Managerial Personnel of the Company and their contact details.
- all the Independent Directors are made aware of their roles, responsibilities and liabilities at the time of their appointment / reappointment through a formal letter of appointment, which also stipulates various terms and conditions of their engagement.
 - each Independent Director, shall be informed independence criteria and requirements for qualification of director as stipulated under the Companies Act, 2013 and Listing Agreement with Stock Exchanges.
 - the Company shall conduct periodically presentations / programs to familiarize 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 Company’s management for enabling a good understanding of the Company’s strategy, operations and other areas.
 - the Company shall provide regular updates on relevant provisions including changes in Company Law, Securities Law, Listing Agreement with Stock Exchanges and applicable laws to ensure that the Independent Directors are kept abreast on these regulations.
 - 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.

Disclosure of the Programme

The details of such familiarization Programme shall be disclosed on the Company’s website www.pushpsons.com .