

Familiarization programme for Independent Directors

On their appointment, Independent Directors are familiarized about the Company's operations and businesses. As part of the familiarization programme, a handbook is provided to all the Directors including Independent Directors at the time of their appointment. The handbook provides a snapshot to the Directors of their roles, duties and responsibilities, rights, appointment process and evaluation, compensation, Board procedure and stakeholders' expectations. The handbook also provides the Directors with an insight into the Murugappa Group's practices.

To familiarize the Director with the Company's operations and businesses, plant visits are organized in respect of all divisions of the Company, as part of the induction programme, where the Director is taken around the facilities and explained in detail about the process, nature of the industry, business model etc. During such visit, besides interaction by the Business Heads and key executives with the Director, detailed presentations on the business of the Division are also made for the Director. Direct meetings with the Chairman and the Managing Director are further facilitated for the new appointee to familiarize him/her about the Company/its businesses and the Group practices.