

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

This Familiarization Program (“Program”) for Independent Directors of Rsihi Laser Limited (“the Company”) has been adopted by the Board of Directors pursuant to the provisions of Clause 49 of the Listing Agreement entered by the Company with the Stock Exchanges.

PURPOSE AND OBJECTIVE OF THE PROGRAMMES: The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth that would facilitate their active participation in managing and contribute significantly to the Company.

FAMILIARIZATION PROCESS:

- The Company shall through its Executive Directors/ Key Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- Such programs / presentations will 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;
- The programmes/presentations also familiarises the Independent Directors with their roles, rights and responsibilities;
- When a new Independent Director comes on the Board of the Company, the Company may conduct an introductory familiarization program / presentation and meetings with KMPs to discuss the functioning of the Board and the nature of the operation of the Company’s business activities;
- New Independent Directors are provided with copy of latest Annual Report, the Renuka Sugars Code of Conduct, Code of Conduct for Prevention of Insider Trading and Code on Related Party Transaction Policy;
- The Company provides the Directors with the tours of company’s factories/plants from time to time;
- A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors;
- Quarterly presentations on operations if any made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, risk management, subsidiary information, regulatory scenario, etc. ;

- Quarterly results / press release of the Company if any are sent to the Directors.

Disclosure of the Policy : This Policy shall be uploaded on the Company's website for public information and a weblink for the same shall also be provided in the Annual Report of the Company.

Review of the Program : The Board will review this Program and make revisions as may be required from time to time.