

## **FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS SNL BEARINGS LIMITED**

### **1. Objective**

SNL Bearings Limited (the Company) shall familiarise the Independent Directors through various programmes and presentations which shall include:

- a) The nature of Industry in which the Company operates, its history and its business model,
- b) Business model and strategy of the Company
- c) Roles, rights and responsibilities of the Independent Directors.
- d) Any other relevant programme

### **2. Process**

2.1 The Company shall familiarize the Independent Directors with the business model, operations, performance vis-à-vis competition and the various functions of the Company, through presentations/discussions in the Board meetings, which would include the inter alia following:

- Regulatory framework
- External environment
- Business Overview
- Industry Overview – Global/ Domestic
- Market Segments Overview – OEM's/ After-market/ Exports
- Strategy alignment for growth and profitability optimisation
- Financial Performance
- Annual Operating Budgets
- Industry performance vis-à-vis Company's performance
- Risk identification/assessment and mitigation process

2.2 Such presentations will provide an opportunity to the Independent Directors to understand the Company's business, operations, service offerings, markets, organization structure, finance, human resources, quality, facilities and risk management and such other areas as may arise from time to time;

2.3 In additions, the programs/ presentations shall also be made to familiarize the Independent Directors with their roles, rights and responsibilities;

2.4 The Company may conduct an introductory familiarization program including a visit to its factories, when a new Director/Independent Director joins the Board of the Company.

2.5 The Company may also conduct an independent survey by an external agency on effectiveness of follow-up and the Board processes, whenever necessary.

### **3. Disclosure of the Policy**

3.1 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 Annual Report of the Company.