



DETAILS OF FAMILIARISATION PROGRAMMES FOR INDEPENDENT DIRECTORS FOR FINANCIAL YEAR 2020-21

[Pursuant to the Regulations 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

The objective of the familiarization programme is to help the independent directors understand the Company, the operations, business, industry and environment in which it functions and the regulatory environment applicable to it.

As a part of agenda of Board / Committee Meetings, presentations are regularly made on various matters covering the Company's strategy in connection with the products, markets, innovation initiatives etc., finance and risk management framework, quarterly and annual financial results. Periodic presentations are made on business and performance updates of the Company.

The Board is regularly updated on the significant changes in laws and regulations including those applicable to subsidiary locations. Changes during the year in the Companies Act and SEBI regulations were presented to the Board. The Directors were also updated on the significant changes brought in by the proposed Labour Codes.

Further directors were regularly updated on trends in home and personal care industry in which the Company operates. Familiarisation with the drivers and dynamics of various processes was presented to the Directors.