



## **FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS OF REDINGTON LIMITED**

### **Preamble**

The familiarization programmes for Independent Directors of Redington Limited has been adopted by the Board of Directors, pursuant to Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations") and Schedule IV of the Companies Act, 2013 ("Act"). The provisions of SEBI LODR Regulations envisage that, the Company shall familiarize the Independent Directors on their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes. The Schedule IV the Act also mandates that the Independent Directors shall undertake appropriate induction and regularly update and refresh their skills, knowledge, and familiarity with the Company.

### **Objective**

To understand the entire operations and activities of the organization, its broad objectives and its vision going forward, an induction programme is organized for the Directors at the time of their appointment and thereafter every year for the existing Independent Directors. The Familiarization Programmes for Independent Directors are structured by the Company taking into cognizance the requirements of Act and the SEBI LODR Regulations.

### **Familiarization Process**

- The Company through its Key Managerial Personnel, Senior Management Personnel and Leadership Team, organize programs / presentations periodically to familiarize the Independent Directors on the strategy, operations and the processes of the Company at the Board / Committee Meetings.
- The programs / presentations provide an opportunity to the Independent Directors to interact and engage with Senior Management Personnel / Leadership Team and to have insights on the Company's strategy, business model, nature of industry in which the Company operates, the roles, rights and responsibilities of the Independent Directors, India and Global markets' scenario, organization structure, finance, human resources, risk management and such other areas, from time to time

### **Familiarization Module for Independent Directors**

- On appointment, Independent Directors are given the letter of appointment which details on their definite roles, rights and duties, Code of Conduct particularly in accordance with the Schedule IV of the Act.
- New Directors would be given a 'Welcome Kit', which includes organization structure, vision, mission, details about other Directors on the Board, the summary of Terms of Reference of Committees of the Board, major shareholders, the business model of the Company, Annual Reports, Codes of Conduct, Corporate Policies of the Company, etc., They will also be updated on the various enactments applicable to the Company, including the Act, SEBI LODR Regulations etc., and the amendments to the same, from time to time.
- Post appointment, on their availability at the Corporate Office of the Company, he/she will be introduced to the senior management personnel of the Company for interactive session with Senior Management Personnel and the Leadership Team.



- The Independent Directors will also be updated on the business structure and operations and financial performance of the subsidiary companies

The Company has internally developed a Board Portal for Directors which is used for facilitating communication between the Directors and the Company. All information including Board related matters (agenda, minutes, material events etc.) that are required to be brought to the attention of the Board of Directors is disseminated through the Board portal.

The Independent Directors are expected to actively participate at the Committees / Board meetings, guide the management with their respective expertise. The collective experience and views of Independent Directors would certainly add value to the Board and the Company.

**Details of familiarization programmes imparted to Independent Directors**

Number of programmes attended by the Independent Directors during the financial year ended March 31, 2024 were 8 and on a cumulative basis from April 1, 2015 up to March 31, 2024 were 68.

Number of hours spent by the Independent Directors in such Programmes during the financial year ended March 31, 2024 is 16 man hours each and on a cumulative basis from April 1, 2015 up to March 31, 2024 were 137 hours.