

FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTORS

Background:

In terms of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”), the Company is required to familiarize the Independent Directors so as to apprise them about the nature of the industry in which the company operates, business model of the company, roles, rights and responsibilities of the independent directors and any other relevant information.

Familiarization process undertaken:

During the year the Independent Directors were duly apprised on various steps undertaken by the Company and implementation of Programme by the Tea Estate to optimize the produce and achieve improvement in the quality of the produce.

Further, majority of the Independent Directors of the Company having tea industry background are already familiar with the operations of the tea industry.

On appointment, Directors are provided with induction kits which, inter alia, include the Company’s Memorandum and Articles of Association, Corporate Governance Policy, Companies Code of Conduct, Code of Conduct for Prevention of Insider Trading, Committees and Annual Report & Accounts. The Independent Directors are apprised through appointment letters, on their roles, duties & responsibilities as well as their remuneration.

In addition appropriate induction/training programmes for Directors including Independent Directors are provided by the Company as and when required by the director.

Details of Familiarization Programmes organised by the Company

SL. NO	SUBJECT MATTER	MEETINGS AND/OR PROGRAMMES ATTENDED				HOURS SPENT			
		FY 2023-24	FY 2024-25	FY 2025-26	Cumulative till date (for last 3 years)	FY 2023-24	FY 2024-25	FY 2025-26	Cumulative till date (for last 3 years)
1.	Internal Audit and Compliance Process	4	4	5	13	2	2	2.5	6.5
2.	SEBI Regulations, Companies Act, 2013 and other Regulatory updates	4	4	6	14	4	4	6	14
3.	Updates of Subsidiaries	4	4	6	14	4	4	6	14