

**PUNJAB ALKALIES & CHEMICALS LIMITED**

**FAMILIARIZATION PROGRAMME  
FOR  
INDEPENDENT DIRECTORS**

(In terms of SEBI (Listing Obligation and Disclosure  
Requirements) Regulations, 2015)

CIN NO.: L24119CH1975PLC003607

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## **Preamble**

The Company shall familiarize the Independent Directors of the Company for their roles, rights and responsibilities. The Independent Directors will also be familiarized with the Company's operations, products being manufactured or deals in and the nature of Industry in which it operates through various presentations and programmes.

### **1. Purpose**

Such programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

### **2. Familiarization Process**

- 2.1. The Company shall through its Executive Directors /Senior Managerial Personnel conduct programmes /presentations periodically to familiarize the Directors including Independent Directors with the existing operations, functions and future strategy of the Company.
- 2.2. Such programmes /presentations will provide an opportunity to the Directors to interact with the senior leadership team of the Company.
- 2.3. Such programmes /presentations will help them to understand the Company's strategy, business model, organization structure, finance, human resources, risk management and such other areas of the business which may arise from time to time.
- 2.4. Such programmes /presentations shall also familiarize the Directors specifically the Independent Directors with their roles, rights and responsibilities.
- 2.5. The Company shall also provide the opportunity to visit various plants of the Company, where the senior plant heads will explain various operations of the units.
- 2.6. The Company may circulate news and articles related to the industry and may provide specific Regulatory updates from time to time.

- 2.7. The Company may conduct an introductory familiarization programme /presentation, when any new Director comes on the Board of the Company.
- 2.8. The Company may also familiarize the Directors specifically the Independent Directors by providing the opportunity to attend various external seminars /programmes conducted by various Institutes.

**3. Disclosure of the Policy**

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.

**4. Review of the Programme**

The Board will review this programme from time to time and make revisions as may be required.