



***FAMILIARISATION PROGRAMME
FOR
INDEPENDENT DIRECTORS***

***In terms of Regulation 25(7) of the SEBI (Listing Obligations
and Disclosure***

Requirements) Regulations, 2015 (“Listing Regulations”)



1. BACKGROUND

The Listing Regulations require listed companies to conduct familiarization programme for the Independent Directors so as to familiarize them with the company, 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. The Company facilitates the members of the Board to familiarize themselves with the industry and its operations.

2. PREAMBLE

Regulation 25(7) of the SEBI (LODR) Regulations, 2015, inter-alia stipulates that the Company shall familiarize the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

3. PURPOSE AND OBJECTIVE

The Familiarization Programmes are aimed to familiarize the independent directors with the company, their roles responsibilities in the company, nature of industry in which the company operates and business model of the company by imparting suitable training sessions.

4. OVERVIEW OF FAMILIARIZATION PROGRAMME

At the time of Appointment

At the time of the appointment, the Independent Directors are informed about their role and responsibilities through a formal letter of appointment, which also stipulates their roles and responsibilities and various terms and conditions of their appointment and are given an overview of business, operations and business model of the Company including an overview on Iron & Steel Sector and Industry Sector. Immediately after appointment Independent Director are also provided with copies of the following documents:

- Annual Reports of the Company of the last three years;
- Criteria of Independence applicable on Independent Directors as per the Regulation 16(b) of the SEBI(LODR) Regulations, 2015 and the Companies Act, 2013;
- Copies of code of conduct and Ethics for Board Members, Code for Prevention of Insider Trading in AIL Equity Shares/Securities and other relevant policies;



- The Board members are provided with internal policies to enable them to familiarize with the Company's procedures and practices.

Regular Familiarization Modules:

- Familiarization programmes are also proposed to be conducted on need basis during the term of the directors.
- The Board members are also made aware about the compliances applicable on the Company by way of quarterly compliances report.
- Independent Directors have the freedom to interact with the Company's management during the Board/ Committee of Directors meetings or otherwise.
- Need Based training is provided to the Board Members on various matters. The Board Members based on their requirement attend various seminars, conferences, training programmes from time to time.
- Board Members are promptly updated on any change and new development with regard to relevant regulatory requirement such as SEBI regulations, Companies Act etc.

5. DISCLOSURE OF THE POLICY

The 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.

6. REVIEW OF THE PROGRAM

The Board will review this program and make revisions as may be required.
