

# **HARI TEXTILE MILLS LIMITED**

## **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

This familiarisation programme ("the programme") for Independent Directors of Hari Textile Mills Limited ("the Company") has been adopted by its Board of Directors.

### **1. RATIONALE**

The programme has been so formulated to make Independent Directors familiar with the Company's corporate operations, the dimension of its business, the industries in which the business operate, the business model and their own roles and responsibilities vis-à-vis the Board and the Company.

### **2. FAMILIARISATION PROCESS**

- 2.1 The Company recognises that each Independent Director possesses specific skills, acumen and competency that require appropriate leveraging to enable achieving goals that the Company sets for itself.
- 2.2 In familiarising Independent Directors with corporate operations, dimensions of business and their own roles and responsibilities, the Company blends each Director's specific skills, acumen and competencies with the Company's requirements to enable integrated Board functioning. The process is continuous and is made to typically manifest itself at Audit Committee Meetings (in which majority of Independent Directors are Members) where Key Management Personnel in the course of presentations, explain business operation and management process.
- 2.3 Business veterans as each Independent Director is, it has so far never been necessary to explain corporate operations, business dimensions and their own roles and the responsibilities through the classroom model. This would be an exercise under contemplation as one digs deeper into the process of management.

### **3. DISCLOSURE OF THE PROGRAMME**

This Programme shall be uploaded on the Company's website 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 and make revisions as and when required.

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