

ISMT FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Objective	The Company shall follow a structured orientation and training programme for the Independent Directors to understand and get updated on the business and operations of the Company on a continuous basis.
Orientation module for new directors upon induction	Business overview and an outline of Corporate Plan and Annual targets
	Overview of Sales & Marketing
	Operations overview and visit to Plant (s)
	Financial Performance and budget & control processes
	Orientation on Statutory compliances as a Board Member

In addition to above, which will be administered upon induction of independent directors, following will be covered during quarterly board meets:

Ongoing inputs on business and operational performance	Comprehensive Rolling Corporate Plan – Presentation/ discussions with CEOMD & leadership team	Once in a year
	Annual Management Plan & Budget – a formal review and discussion at the Board with CEO/ MD & leadership team	First quarter of each financial year
	Presentation by functional heads in quarterly Board Meets	Each quarter