Eureka Industries Limited

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POLICY ON FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. INTRODUCTION:

As per Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the Listing Regulations"), the Company should familiarise the Independent Directors through various programmes about the Company, including the following:

- Business model of the Company;
- nature of the industry in which the Company operates;
- roles, rights, responsibilities of Independent Directors; and
- any other relevant information

The Company strongly believes that effective familiarisation programme helps the Independent Directors, not only to have greater insight into Company's business but also contributes effectively in decision making at Board / Committee meetings. The Policy provides the basic insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the affairs Company.

2. INITIATIVES FOR INDUCTION ON JOINING THE BOARD OF THE COMPANY:

The New Director will be welcomed to the Board of the Company by sharing the following documents of the Company for his / her references:

- Formal letter of appointment as Director of the Company
- Memorandum of Association and Articles of Association of the Company
- Annual Reports of last three consecutive years
- Criteria of Independence applicable to Independent Directors as per Regulation 25 of SEBI (LODR) Regulations, 2015 and Companies Act, 2013
- Code of Conduct for Directors and Senior Managerial Personnel
- Code of Internal Procedures and Conduct for Prevention of Insider Trading
- Note on Directors roles, functions, duties, responsibilities and liabilities of Independent Directors under the Companies Act, 2013 and Regulation 25 of SEBI (LODR) Regulations, 2015
- Policy Handbook of the Company comprising of policies on various business aspects and practices
- Organizational Chart of the Company and the profile of all the Directors and the Senior Managerial Personnel of the Company
- List of Contact details of the Directors, Senior Managerial Personnel and their personal / executive assistants.
- Publicity material of the Company that explains the range of products, services and solutions offered by the Company to its clients

- Board evaluation process and procedures

3. FAMILIARISATION PROGRAMME:

Presentations on the business and performance of the Company are made at the Board Meetings to familiarize the Independent Directors with the strategy, operations and functions of the Company. Such presentations provide insight into the Company, which enables Independent Directors to take well-informed timely decisions and contribute significantly to the Company.

The Company through its Managing Director / Executive Director / Key Managerial Personnel will conduct programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.

Active communication channel between executive directors and independent directors, that allows the independent directors to raise query, seek clarifications for enabling a better understanding of the Company and its various operations are available.

Visit to plants of company / subsidiary companies are organised.

Regular interactions are held between auditors and independent directors.

The Directors are also informed of important developments in the Company.

Such programmes /presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.

The programmes/presentations also familiarises the Independent Directors with their roles, rights and responsibilities.

When a new Independent Director comes on the Board of the Company, a meeting will be arranged with the Managing Director & Group CEO, Chief Financial Officer to discuss the functioning of the Board and the nature of the operation of the Company's business activities.

4. OTHER INITIATIVES TO UPDATE THE DIRECTORS ON A CONTINUING BASIS:

- The Directors will get an opportunity to visit Company's plants, where plant heads apprise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, Sustainability etc.

- At various Board meetings during the year, presentations to be made to the Board on safety, health and environment and sustainability issue, risk management, CSR activities, Company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which it operates, business excellence with areas of improvement and other relevant issue.

- Quarterly presentations on operations to be made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, subsidiary information, donations, regulatory scenario etc.

- Quarterly results / press release of the Company are sent to the Directors.

5. DISCLOSURE

The details of such familiarisation programme shall be disclosed on the Company's website and a web link thereto shall be given in the Annual report.

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