

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

PURPOSE AND OBJECTIVE OF THE PROGRAMMES

- To provide insights into the Company to enable the Independent Directors to understand the Company's business that would facilitate their active participation in giving inputs for better managing of the Company.

FAMILIARIZATION AND CONTINUING EDUCATION PROCESS

- The Company through its Managing Director and Key Managerial Personnel conducts interactions periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.

- Such interactions provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's business and such other issues as may arise from time to time.

- The interactions also familiarise the Independent Directors with their roles, rights and responsibilities.

- New Independent Directors are provided with copy of latest Annual Report, the Ludlow Code of Conduct, the Ludlow Policy for Prevention of Insider Trading and Schedule of upcoming Board and Committee meetings.

OTHER INITIATIVES TO UPDATE THE DIRECTORS ON A CONTINUING BASIS

- The Directors get an opportunity to visit Company's plants as may be desired.

- The Company circulates news and articles related to the industry and provides specific regulatory updates from time to time.