



FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

(In terms of Regulation 25(7) of the Listing Regulations)

Backgrounds

The Listing Regulation requires listed Companies to conduct familiarization programme for the Independent Directors so as to familiarize them with the Company, their roles, rights, responsibilities in the Company, nature of industry in which Company operates, business model of the Company etc.

Deep Industries Limited design familiarization programme by way of following :

- Adopt a structured programme for orientation and training of Independent Directors at the time of their joining so as to enable them to understand the Company - its operations, business, industry and environment in which it functions.
- Update the Directors on a continuing basis on any significant changes therein so as to be in a position to take well-informed and timely decisions.

ORIENTATION PROGRAMME UPON INDUCTION OF NEW DIRECTORS:

- On joining, all new non- executive directors inducted to the board are introduced to our Company culture.
- Current Executive Directors provides an overview of the operations and familiarize them. They are also introduced to our organizational structure, our services, group structure, and subsidiaries, constitution, board procedures and our major risk.
- A detailed appointment letter incorporating the role, duties rights and responsibilities in the Company.

OTHER INITIATIVES TO UPDATE THE DIRECTORS ON A CONTINUING BASIS :

The Company during board/committee meetings design familiarization sessions in the respective area of benefit of the Independent directors. The Sessions contains following specific area.

- Independent directors get an opportunity to interact with the company's management during Board / committee meetings, wherein senior company personnel update about the business strategy, business models, performance of the Company etc.
- During the board meeting, Independent directors were apprised of the functioning of the Company. They provided overview of the existing market conditions in which the Company operates.
- The independent directors are also familiarized during board/committee meeting about operational and sustainability aspects of the various plants to enable them to have full understanding & appreciation on the activities of the Company. The programme aims to provide insight into the Company to enable the independent directors to be in position to take well-informed timely decisions and contribute significantly to the Company.

DEEP INDUSTRIES LIMITED



- Each director has complete access to any information relating to the Company.
- Updates on relevant regulatory changes and new development such as SEBI Regulations, Companies Act etc. from time to time. Presentations in this regard are either made in the Board Meeting or one to one meeting with Independent Directors

During the financial year 2019-20, the following familiarization programmes for Independent Directors were conducted.

No. of Independent Directors	No. of Programme attended		No. of Hours attended	
	F.Y 2019-20	Cumulative	F.Y 2019-20	Cumulative
Four	4 Programmes conducted during 4 Board Meetings	20 Programmes conducted during 20 Board Meetings	4 hours	20 hours