



INDIA NIPPON ELECTRICALS LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

The Familiarization Programme (“the Programme”) for Independent Directors of India Nippon Electricals Limited (“the Company”) pursuant to Clause 49 of the Listing Agreement is as given below:

1.	Purpose
	The Programme aims to provide insights into the Company to enable the Independent Directors for familiarizing with their roles, rights, responsibilities in the Company, nature of industry, in which the Company operates, its business model through various programmes and understand its business in depth and contribute significantly to the Company.
2.	Overview of the familiarization Programme
2.1	All Independent Directors are aware and further updated about their roles, rights, responsibilities in the Company. The appointment letter issued to Independent Directors inter alia sets out the expectation of the Board from the appointed director, their fiduciary duties and the accompanying liabilities that come with the appointment as a director of the Company.
2.2	The company regularly communicates with all Independent Directors to provide detailed understanding of the activities of the company including specific projects either at the meeting of the Board of Directors or otherwise. The induction process is designed to build an understanding of the company’s business and the markets to equip the Directors to perform their role on the Board effectively. Independent Directors are also taken through various business situations, nature of the industry, business model etc by way of presentations and discussions.
2.3	Such programmes / presentations provide an opportunity to the Independent Directors to interact with the senior leadership team 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;
2.4	The Company will circulate news and articles related to the industry on a regular basis and provide specific regulatory updates from time to time;
2.5	The Company will conduct an introductory familiarisation programme / presentation, when a new Independent Director is inducted on the Board of the company.
2.6	Independent Directors are given all the documents sought by them for enabling a good understanding of the Company, its various operations and the industry segments of which it is a part. Further, when required, they meet without the presence of the Company’s Management Personnel to discuss matters pertaining to the Company’s affairs and put forth their combined views to the Chairman and Managing Director.
3.	Review of the Programme
	The Board will review this Programme and make revisions as may be required.