

SULABH ENGINEERS & SERVICES LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

Preface

Familiarization Programme for Independent Directors has been framed and adopted as per the provisions of Clause 49 of the Listing Agreement.

Objective

The Program aims to give every opportunity to the Independent Directors of the Company to familiarize themselves with management , operations and environment in which it functions.

Familiarization Process

Initial Orientation

- The Independent Directors are made aware of their roles, rights and responsibilities at the time of their appointment / re-appointment through a formal letter of appointment which also stipulates the various terms and conditions of their engagement;
- The Independent Directors are explained in detail the compliances required from them under the Companies Act, Clause 49 of the Listing Agreement, Code of Conduct, Prohibition of Insider Trading Code and other relevant regulations;
- The Independent Directors are also provided opportunity to have discussion with other Board Members and Executive Directors.

Continual Orientation

At various Board meetings during the year, presentations are made to the Board on financial performance, budgeting and planning, overview of performance of various businesses, statutory reporting including Internal Audit reports and compliance related certifications, overview of business of subsidiaries, risk management, company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which it operates;

Disclosure

Web link of familiarization program shall also be provided in the Annual Report of the Company.