

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Ref: Schedule IV {Section 149 (8)} of the Companies Act, 2013

&

SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

The Company has in place a familiarization programme for its Independent Directors. The objective of the familiarization programme is to provide training to 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 and the regulatory environment applicable to it.

The Directors from time to time get an opportunity to visit Company's plants/divisions, where plant/division heads apprise them of the operational aspects of the plants/divisions to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, etc. This enables the Directors to get a deeper insight in the operations of the Company.

During the financial year 2016-17, the following familiarisation programmes for Independent Directors were conducted –

| Sr. No. | Subject matter of the Programmes | No. of programmes attended by Independent Directors | No. of hours spent by Independent Directors |
|---------|--|---|---|
| 1. | Long Term Strategy plan of the Company | 1 | 2 hour |
| 2. | Indian Accounting Standards | 1 | 1 hour |
| 3. | Goods and Service Tax | 1 | 1 hour 30 mins |
| 4. | New IEPF Rules, 2016 | 1 | 30 mins |

Besides the above, the independent directors are familiarized with the risk management, HR processes, safety and CSR initiatives of the Company at their respective committee meetings on which they are members.

Summary of Familiarization programme of Independent Directors:

| | |
|---|------------------------|
| Total no. of hours spent on familiarization programme in the financial year 2016-17 | Approximately 5 hours |
| Total no. of hours spent on familiarization programme in the financial year 2015-16 | Approximately 12 hours |
| Cumulative hours spent on familiarization till date (from April 1, 2015) | Approximately 17 hours |

Review of the Programme:

The Company may review the programme and make necessary revisions, as and when required.

Disclosure requirement:

The familiarisation programme is disclosed on Company's website www.hariyanagroup.com.