

## **NOCIL LIMITED**

### **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

#### **OBJECTIVES:**

- To 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 and the regulatory environment applicable to it.
- To 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:**

- A brief insight about the Company, its Subsidiaries, its business, financials, etc. is discussed with the new inductee, which includes the Company's Corporate Profile, History, latest Annual Reports, Vision Statement, Organisational structure, the Code of Conduct applicable to Directors / employees of the Company, Code for Prevention of Insider Trading, the Whistle Blower / Vigil Mechanism Policy, Information on Corporate Social Responsibility ( CSR ) activities undertaken by the Company.
- A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.
- Meetings with Key Managerial Personnel is arranged in order to give a detailed overview about the business/Company. Relevant Business Strategy presentations are also being made.
- An invitation is sent to the new inductee to visit the operational sites located at Navi Mumbai and Dahej.
- Wherever required, soft copies of the presentation, etc. is made available to the new inductee.

#### **UPDATION ON A CONTINUING BASIS:**

- At various Board Meetings during the year, presentations are made to the Board on Financial Statements including Budget, Actual operational performance with Budgeted, Domestic / Export Market Scenario, Production / Technical updates, Capital Expenditure, Human Relations / Labour Issues, Health, Safety and Environment and Sustainability issues, Regulatory Updates applicable to the Company. Risk Assessment and Management, Statutory Compliances etc.
- Quarterly presentations on operations made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management changes, major litigation, Risk Assessment and Management, Statutory Compliances, Subsidiary information, etc.

Name of the Independent Director	No of programmes /meetings attended		No of Hours Spent	
	During the FY 2020-21	Cumulative till date from 1st April 2015	During the FY 2020-21	Cumulative till date from 1st April 2015
Mr. N. Sankar	9	33	16 hrs 15 mins	33 hrs 45 mins
Mr. Rohit Arora	12	35	19 hrs	37 hrs 30 mins
Mr. D.N. Mungale	14	51	22 hrs 45 mins	54 hrs 15 mins
Mr. P.V. Bhide	14	50	22 hrs 15 mins	53 hrs 45 mins
Ms. Dharmishta Raval	12	38	16 hrs 50 mins	39 hrs 5 mins
Mr. Debnarayan Bhattacharya	14	29	22 hrs 15 mins	43 hrs 15 mins