

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.
- Where 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.