

## FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

### PURPOSE AND OBJECTIVE OF THE PROGRAMMES

To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

### OBJECTIVE

The Program aims to provide insights into the Company to enable the Independent Directors to be in a position to take well-informed and timely decisions and also contribute significantly to the growth of the Company. The Independent Directors of the Company are given every opportunity to familiarize themselves with the Company, its management and its operations so as to understand the Company, its operations, business, industry and environment in which it functions.

### FAMILIARISATION AND ORIENTATION PROCESS

- A familiarization pack shall be handed over to the inductee which includes the Company's Corporate Profile, Organizational structure, Details of other Directors on Board, GFSL Code of Conduct for Non-Executive Directors, GFSL Code of Conduct on Insider Trading applicable to Non-Executive Directors and Mandates of various Committees of which the Director is inducted on;
- The Company shall conduct an introductory familiarization program / presentation, when a new Independent Director comes on Board;
- The Company shall through its Directors / Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- 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.

### FAMILIARIZATION AND CONTINUING EDUCATION PROCESS

- When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairperson, Managing Director, Chief Financial Officer to discuss the functioning of the Board and the nature of operation of the Company's business activities.
- New Independent Directors are provided with a copy of latest Annual Report, GFSL Code of Conduct, GFSL Code of Conduct for Prevention of Insider Trading and GFSL Code of Corporate Disclosures Practices, Schedule of upcoming Board and Committee meetings.



- The Company provides the Directors with the tours of company's facilities from time to time.

## **DISCLOSURE**

This familiarization program shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company  
**FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS**

