

TRIOCHEM PRODUCTS LIMITED

MANUFACTURERS OF ETHICAL PHARMACEUTICAL PRODUCTS



Regd. Office : 4th Floor, Sambava Chambers, Sir P. M. Road, Fort, Mumbai - 400 001.
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Corporate Identity Number : L24249MH1972PLC015544

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS OF Triochem Products Limited

This Familiarization Program ("the Program") for Independent Directors of Triochem Products Limited ("the Company") has been adopted by the Board of Directors pursuant to Clause 49 of the Listing Agreement.

1. Purpose

- 1.1. This Familiarization for Independent Directors has been adopted pursuant to Clause 49 of the Listing Agreement

2. Objective

- 2.1. The Program aims to provide insights in to the Company to enable the Independent Directors to be a position to take well-informed timely decisions and contribution significantly to the Company.
- 2.2. 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.

3. Familiarization Process

- 3.1. The Company shall through its Executive Directors / Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- 3.2. Such programs / presentation will provide an opportunity to the Independent Directors to interact with the senior leadership team to the Company and help them to understand the Company's strategy, business model, operations, service and products offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time;
- 3.3. The Company may circulate news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time;



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- 3.4. 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 the operation of the Company's business activities.
- 3.5. New Independent Director are provided with copy of latest Annual Report, the TPL Code of Conduct, the TPL Code of Conduct for Prevention of Insider Trading and TPL Code of Corporate Disclosure Practices, Schedule of upcoming Board and Committee meetings.
- 3.6. The Company provides the Director with the tours of company's facilities from time to time. The Directors get an opportunity to visit Company's plants, where plant heads apprise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety quality, etc.
- 3.7. A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performances evaluation process, insurance cover, TPL Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.
- 3.8. The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.

4. Disclosure of the Policy

- 4.1. This Policy 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.

5. Review of the Program

- 5.1. The Board will review this Program and make revisions as may be required.

