



FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTORS

NIKHIL ADHESIVES LIMITED

Corporate Identity Number (CIN) – L51900MH1986PLC041062

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FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTORS

1. FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTORS

The familiarization program for Independent Directors is outlined herein pursuant to Regulation 25(7) & 46 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company should conduct the Familiarization Program for Independent Directors about their roles, rights, responsibilities in- the company, nature of the industry in which the company operates, business model of the company, etc., through various initiatives.

2. OBJECTIVE OF THE PROGRAM

The Company shall update the Independent Directors on the business model and operation of the Company on a continuous basis by providing information as and when necessary and through meetings & plant visit.

3. FAMILIARIZATION AND CONTINUING EDUCATION PROCESS

The Company through its Managing Director / Executive Director / Key Managerial Personnel conducts program / presentations periodically to familiarize the Independent Directors with the strategy, operations, and functions of the Company.

Such program / presentations provide an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy; business model operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.

The programs also familiarize the Independent Directors about their roles, rights and responsibilities.

Independent Directors are provided with Code of Conduct, the Code of Conduct for Prevention of Insider Trading and other policies adopted by the Company as prescribed by the SEBI (LODR), 2015.

Appointment Letter indicating the role, duties and responsibilities and Code of Conduct to be followed by the Independent Directors are issued.

4. OTHER INITIATIVES TO UPDATE THE DIRECTORS ON A CONTINUING BASIS

The Directors get an opportunity to visit Company's plants, where plant heads appraise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company.

5. REVIEW OF POLICY

The policy shall be periodically reviewed and brought in conformity with statutory and regulatory requirements, if any.