



Familiarisation Program for Independent Directors

This Familiarisation Program for Independent Directors of Amal Ltd ('the Company') is pursuant to the Listing Agreement.

1. Purpose to familiarise the Independent Directors with the Company, their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company etc.
2. Familiarisation Process
 - a) At the time of induction of the newly appointed Independent Director (ID), he | she is apprised adequately about the Company, its latest Financial statements and their analysis, its business model, industry scenario, competition, significant recent developments and also the Board processes by the Chairman and Managing Director, the Chief Financial Officer, the Company Secretary and the Senior Management. In addition, a joining kit is given to the ID comprising the following documents:
 - Company values booklet
 - Latest Annual Report
 - Memorandum and Articles of Association
 - Code of conduct
 - Code of internal procedures and conduct for regulating, monitoring and reporting of trading by insiders
 - Code of practices and procedures for fair disclosure of unpublished price sensitive information
 - Policy on materiality of and dealing with related party transactions
 - Policy on Vigil Mechanism (Whistle-blowing Policy)
 - Draft Appointment letter (setting out role(s), rights and responsibilities)
 - the final letter is given after the approval by the Shareholders - Schedule of Meetings
 - b) As part of the process of induction of the ID, his | her visit to the principal factory of the Company located at Ankleshwar (Bharuch, Gujarat) is organised. The ID is given an overview of the plant operations, the organisation structure and key team members. He | she is also briefed about the various important raw materials, production processes, finished goods, principal suppliers, customers, utilities, safety, health, environment and applicable laws etc.
 - c) In every Board meeting, a detailed presentation on one Business is made wherein the concerned Head of the Business explains in respect of his | her Business, the vision, performance, analysis of financial statements, significant operational issues, strategy and growth plans.
 - d) The presentations also provides an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them understand the Company's strategy, business model, operations, service and product offerings, markets, organisation structure, finance, human resources, technology, quality, facilities and risk management.
 - e) At every meeting of the Board, presentations are also made covering performance of the different businesses, financial analysis, financial position including liquidity, borrowings and investments, financial projections, significant changes in applicable laws and regulations and operational | strategic issues of importance.