PAWANSUT HOLDINGS LIMITED

Regd. Off.: 415 Usha Kiran Building, Commercial Complex, Azadpur, Delhi-110 033
Phone: 011-47039000, 011-27676399, website: www.pawansutholdings.in,
Email: info@pawansutholdings.com

CIN: L65929DL1984PLC019506

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Clause 49 of the Listing Agreement with the Stock Exchanges stipulates that the company shall familiarise the independent directors with the company, their roles, rights, responsibilities in the company, nature of the industry in which the company operates, business model of the company, etc., through various programmes.

The Programme aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

Familiarization Process

The Company through its Managing Directors / Chief Executive Officer / Senior Managerial Personnel, conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company and above all the Industry perspective & issues. Such programs / presentations provides an opportunity to the Independent Directors to interact with the senior leadership team 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.

Each Director of the Company has complete access to any information within the Company. Independent Directors have the freedom to interact with the Company's management at all times. The Independent Directors are provided with all the documents/ reports/ policies sought by them for enabling a good understanding of the Company, its various operations and the industry of which it is a part.

At the time of appointment of a Director, a formal letter of appointment is issued to him, which inter alia sets out the role, function, duties and responsibilities expected from him as a Director of the Company.

The Company also conducts an introductory familiarization programme / presentation, when a new Independent Director comes on the Board of the Company.

The Directors are explained in detail the compliances required under the Companies Act, 2013, Clause 49 of the Listing Agreement and other relevant regulations. The Company also provides regular updates on relevant provisions including changes in Company Law, SEBI Regulations, Listing Agreement with Stock Exchanges and other applicable laws to ensure that its Independent Directors are kept up-to-date on the compliance framework. The detailed presentations are made/ e-mailed to the Board on matters which inter-alia, includes:

- Compliances under Companies Act, 2013
- Company strategy and its business model;
- Financials of the Company;

- Risk Management Framework – Risks faced by the Company & mitigation plans thereof;
- Related party transactions compliances;
- Internal Financial Controls;
- Issues and findings during Internal Audit.
- Performance Evaluation;
- Formulations and Implementation of various policies viz. – Related Party Transactions, Purchase, Whistle Blower, Corporate Social Responsibility, Remuneration and Evaluation of performance of Board of Directors, Risk Management etc.;
- Roles, Responsibilities, duties, etc. of directors as Board and Committee members;

Disclosure

This Familiarisation Programme shall be disclosed on the company's website and a web link for the same shall also be given in the Annual Report.