



Familiarization Program for Independent Directors of Fairchem Organics Limited

Preamble

In accordance with requirements of the [Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015] and the Schedule IV to the Companies Act, 2013, the Company shall familiarize 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 programs

Purpose & Objective

The Company sees itself to be a truly board-managed entity in letter and spirit. It believes that both - the non-executive and independent directors sitting on the Board of the Company can make a huge contribution in its decision-making process in general and policy formulation in particular. In order to tap this potential, the Familiarization Program shall aim at helping the non-executive and independent directors to understand their roles, rights and responsibilities, get an insight into the Company's business model, secure updating on its business operations and assess its position within the industry.

The Company, being conscious of this responsibility, has been following the below mentioned practices which have helped its non-executive and independent directors to equip themselves:

1. Presentation by the Managing Director/ Senior Managerial Personnel;
2. Visit to manufacturing site;
3. Sharing of the Company profile, operational policies, non-statutory reports etc.

The Company management has reviewed these practices, narrated here below, from time to time and has decided to continue them for the benefit of non-executive and independent directors:

Visits to Project Site

The Directors shall be provided an opportunity to visit sole manufacturing facility, where the Directors would be provided relevant information on the operational and sustainability aspects of the projects to enable Directors to have understanding & appreciation on the activities of the Company and have meaningful dialogue with company management.

Trainings / Presentations

The Company, through its Managing Director / Senior Managerial Personnel, shall make presentations periodically to familiarize the Independent Directors with the business scenario, strategy, operations and functions of the Company.

Such presentations shall provide 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, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.

The programs / presentations shall be aimed to help familiarizing the Independent Directors with their roles, rights and responsibilities.

Induction of new Directors

The Company shall conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company. The Company shall familiarize the new Independent Director with the Company profile, Company policies & code of conduct, Company's mission, vision, and values, the Company structure, its history, major achievements, strength & weaknesses, charter of various committees on which the Independent Director is inducted.

A detailed appointment letter covering, among others, Independent Director's roles, responsibilities, duties, remuneration, performance evaluation, and insurance cover shall be issued for acceptance by the Independent Directors.

Disclosure of the Program

Familiarization program shall be conducted "as and when needed".

This 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.