

FAMILIARIZATION OF INDEPENDENT DIRECTORS

The Schedule IV of the Companies Act, 2013 and the relevant provisions of the SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015, requires the Company to familiarize the Independent Directors with the Company.

The Listing Regulation mandates the Company to familiarize the Independent Directors in the following areas :

- Familiarization with the Company
- Roles
- Rights and Responsibilities
- Nature of Industry and
- The business model of the Company

The Independent Directors of the Company have been familiarized with the operations and functioning of the Company. The familiarization of Independent Directors is a continuing process and with an eye towards enhancement of Corporate and individual values, the Company organizes regular visits of the Independent Directors to the tea estates in Assam as well as interactions with management personnel both at the Registered and the Corporate Office. The visits to the areas in and around the estates enable the Independent Directors to be updated on the prevalent social and environmental management systems, workers' occupational health and safety, conservation of the ecosystem and associated matters, getting first hand information and knowledge about community relations and agro- management and practices.

The programmes for the Independent Directors in the Registered and Corporate Offices enable them on a continuing basis to understand, familiarize and equip themselves with the Company's business operations, the product and marketing, corporate plans, control processes and systems, the Industry as a whole, Regulatory Compliances as well as giving them opportunity to learn about their Rights and Responsibilities.

The agenda papers circulated before the Board and Committee Meeting are much informative and contain reference to the timely compliance of various listing requirements. Agenda folders also contain notes in respect of significant updates impacting the operations of the Company. The minutes of the meetings of various Board Committees held in between, are also included in the Board agenda papers which made the Director aware about the occurrences of the Company as a whole.

In addition to above the Company disseminates all such information as sought by the Independent Directors from time to time.

The Independent Directors of the Company visit the Estates, Registered and Corporate Offices. They have collectively spent fifty-three hours in 2014-15, hundred and nineteen hours in 2015-16 , hundred and seven hours in 2016-17, hundred and twelve hours in 2017-18, hundred and thirteen hours in 2018-19, seventy-four hours in 2019-20, in 2020-21 fifty-eight hours, 2021-22 seventy-five hours and in 2022-23 eighty two hours in Familiarization Programmes.