



SSF LIMITED

FAMILIARIZATION PROGRAMME

FOR

INDEPENDENT DIRECTORS



SSF LIMITED

An important aspect of Board effectiveness is the appropriate attention to the Training and Development of Independent Directors on the lines of Management Training and Development. The Company sees Director Induction as a first step of the Board's continuing improvement. It is the Company's firm belief that investment in Board Development strengthens the Board as well as the individual Directors. Directors are regularly updated on changes in policies and programs, laws and the general Business environment.

The Company ensures that Independent Directors are familiarized with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates and the Business model of the Company, through various programs and at regular intervals. At the time of induction and subsequently on a sustained and regular basis, the Independent Directors are provided an overview of:

1. Introduction, Company history and genesis
2. Overview of Company's operations comprising details of the Company's Plants/ Business units and Business model, clientele and functional service offerings
3. Key Financial Highlights
4. Details of the group Companies, if any.
5. Board of Directors and Committees of the Board, their operations, Charter and Functioning
6. Key Management Personnel Details
7. Corporate Governance practices, processes and procedures, including Board and committee functioning

In addition, all regulatory and statutory changes that occur are also periodically brought to the notice of the Independent Directors.

All Independent Directors also get to interact with the Senior Management of the Company. Besides, they also have a walk through of the Company's Business engagements and view the activities of the Company at the shop floor.