



Superior Industrial Enterprises Limited



25, Bazar Lane, Bengali Market, Connaught Place, New Delhi-110001 • Tel : 23731233, 23731230

Website: www.superiorindustrial.in

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS (in terms of clause 49 of the Listing Agreement)

PREAMBLE :

The Clause 49(II)(B)(7) of the Listing Agreement with the Stock Exchanges stipulates that:

- a) 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.
- b) The details of such familiarisation programmes shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

ORIENTATION PROGRAMME UPON INDUCTION OF NEW DIRECTORS:

1. A Induction pack is handed over to the new inductee, which includes the Company's Corporate Profile, its Mission, Vision and Values Statement, Organisational structure, the Company's history and milestones, latest Annual Report, Code of Conduct applicable to Directors / employees of the Company, the 'Superior Code of Conduct for Prevention of Insider Trading and Superior Code of Corporate Disclosure Practices'. In case the inductee is also inducted on the other Committees, he is also handed the respective Committee Charters and the Whistle Blower Policy.
2. A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, Superior Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.
3. A separate meeting with Business /Unit Heads and Corporate functional heads is also arranged. Relevant Business Strategy presentations are also being made. A full day site visit to the Company's Plants and the Innovation Centre is arranged wherein the inductee is introduced to the Plant Heads and various important functional heads.
4. A brief introduction to the Company and its main operating subsidiaries is also made.

OTHER INITIATIVES TO UPDATE THE DIRECTORS ON A CONTINUING BASIS:

5. The Directors get an opportunity to visit Company's plants, where plant heads apprise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, Sustainability, etc.
6. At various Board Meetings during the year, presentations are made to the Board on issues like; Risk Management, Company policies, changes in the regulatory environment applicable to the corporate sector and to the Industry in which the Company operates and other relevant issues.
7. Quarterly presentations on operations made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management changes, major litigation, compliances, subsidiary information, etc.

8. Meetings with Company Executives are also arranged to better understand the business and operations of the Company.

DISCLOSURE OF THE POLICY :

This Policy 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.

**For and on behalf of
Superior Industrial Enterprises Limited**

Neha Sarpal
26-05-2018

**Neha Sarpal
Company Secretary**