



## **STEEL STRIPS WHEELS LIMITED**

### **FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS** [Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Requirements, 2015 ("Listing Regulations")]

#### **PREAMBLE**

Regulation 25(7) of SEBI Listing Regulations, requires listed companies to conduct familiarization programme for the Independent Directors so as to familiarize them 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.

Further, listed companies are required to disseminate information about the details of familiarization programmes imparted to Independent Directors on its website, as prescribed under Regulation 46 (2) of SEBI Listing Regulations.

#### **PURPOSE AND OBJECTIVE OF THE PROGRAMMES**

To provide insights into the Company to enable the Independent Directors to understand their roles responsibilities, the Company's business and nature of industry in depth by imparting suitable training sessions, that would facilitate their active participation in managing the Company.

#### **PRACTICES FOLLOWED FOR FAMILIARIZATION AND CONTINUING EDUCATION PROCESS**

When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairman, Managing Director, Deputy Managing Director, Executive Director, Chief Financial Officer and Company Secretary of the company to brief him about the company, nature of the industries in which the Company operates, its businesses, key customers, business module wise performance, the salient features of the industries to which the Company supplies its goods and other relevant information.

New Independent Directors are provided with copy of latest Annual Report, the SSWL code of Conduct, the SSWL Code of Conduct for Prevention of Insider Trading, Code for Independent director provided in Schedule IV of the Companies Act, 2013.

A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, insurance cover and obligations on disclosures, is issued for the acceptance of the Independent Directors.

The Directors get an opportunity to visit Company's plants, where plant heads appraise 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 and quality etc.

During Board Meetings/ Audit Committee Meetings, Directors are also informed about business performance, operations, market share, financial parameters, working capital management, fund flows, major litigation, compliances, CSR activities, regulatory scenario etc.



Directors are also informed on the various developments in the company through Email and other modes by the Chairman / Managing Director/Deputy Managing Director/Company Secretary.

#### DETAILS OF PROGRAMMES CONDUCTED

Independent Directors	Number of Programmes/Meetings Attended		Number of hours Attended	
	FY 2020-21	*Cumulative Till Date	FY 2020-21	*Cumulative Till Date
Virander Kumar Arya	10	14	10 hours 20 minutes	13 hours 15 minutes
Ajit Singh Chatha	8	10	9 hour 30 minutes	11 hours 5 minutes
Shashi Bhushan Gupta	7	9	9 hours	10 hours 35 minutes
Surinder Singh Virdi	6	7	8 hour 30 minutes	9 hours 30 minutes
Jaspreet Takhar <sup>^</sup>	1	9	1 hour	6 hours 35 minutes
Deva Bharathi Reddy <sup>**</sup>	6	6	5 hour 50 minutes	4 hours 50 minutes
Siddharth Bansal <sup>***</sup>	2 <sup>***</sup>	2	2 hours 35 minutes	2 hours 35 minutes

\*Cumulative till date includes Number of Programmes/Meetings Attended and Number of hours Attended by Independent Directors during Financial years 2018-19, 2019-20 and 2020-21, as applicable.

<sup>^</sup>Ms. Jaspreet Takhar ceased to be the Director of the Company w.e.f. 29.05.2020 due to resignation.

<sup>\*\*</sup>Smt. Deva Bharathi Reddy was appointed as Non-Executive Independent Woman Director w.e.f 01.08.2020.

<sup>\*\*\*</sup>It is to be noted that Sh. Siddharth Bansal was appointed as Non-Executive Independent Director w.e.f 09.11.2020. He expressed his inability to attend the board meetings of the Company held after his appointment due to his professional pre-occupations. However, a separate orientation programme was conducted by the senior management of the Company through virtual mode in which he was familiarized with the strategy, operations and functions of the Company. He was also familiarized about his roles, rights and responsibilities as Independent Director on the Board of the Company.