

## Familiarization Programmes for Independent Directors

### **Preamble**

The Familiarization programmes for independent directors of M/s. Universal Starch Chem Allied Ltd. has been formulated pursuant to Clause 49 of the Listing Agreement with the Stock Exchanges. The programme stipulates that 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 programmes.

The programme aims to provide insight into the Company to enable the Independent Directors to understand its business and operations in depth and contribute significantly to the growth of the Company.

### **Overview of the Familiarisation process:**

The Company shall through its Managing Director/Whole time Director/ Senior Managerial Personnel conduct programmes/ presentations periodically to familiarize the Independent Directors with the strategy, business and operations of the Company further update them about their roles, rights, responsibilities in the Company.

Periodic presentations are made at the Board and Board Committee Meetings, on business and performance updates of the Company, global business environment, business strategy, risks involved business model, operations, organization structure, finance, sales and marketing, human resources, technology, facilities and such other areas as may arise from time to time.

Each director of the Company has complete access to any information relating to the Company. Independent Directors have the freedom to interact with the Company's management. They are given all the documents sought by them for enabling a good understanding of the Company, its various operations and the industry segments of which it is a part. Further, they meet without the presence of the Company's Management Personnel to discuss matters pertaining to the Company's affairs and put forth their combined views to the Chairman and Managing Director.

### **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.

### **Review of the Program:**

The Board will review this Program and make revisions as may be required.