

Damodar Industries Limited

Reg. Off. 19/22 & 27/30, Pandurang Budhkar Marg, Worli, Mumbai – 400013

Corporate Identity Number: L17110MH1987PLC045575

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Policy of Familiarization Programme for Independent Directors

PREAMBLE

The Familiarization Program for Independent Directors of Damodar Industries Limited (“the Company”) has been adopted by the Board of Directors pursuant to The Schedule IV of the Companies Act, 2013 and Securities and Exchange Board of India vide Circular no. CIR/CFD/POLICY CELL/7/2014 dated September 15,2014.

As per the requirement of Clause 49(II)(B)(7) of the Listing Agreement, the company is required to 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 this programmes. The program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

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

- Familiarization with the Company;
- Roles;
- Rights and Responsibilities;
- Nature of Industry; and
- Business model of the Company.

OBJECTIVES

To adopt a structured programme for orientation and training of the Independent Directors at the time of their joining so as to enable them to understand the Company- its operations, business, industry and environment in which it functions.

The Company shall follow a structured orientation and training programme for the Independent Directors to understand and get updated on the business and operations of the Company on a continuous basis.

Damodar Industries Limited proposes to implement the following programmes to familiarize the Independent Directors with the Company:

1. about history of the Company, current profile and vision and mission of the Company;
2. Industry nature and overview, Business model of the Company and a brief introduction about the Company, its subsidiaries and Associates, its Mission, Vision and Values Statement and providing Latest Annual Report.

3. A detailed appointment letter incorporating the role, duties and responsibilities is issued.
4. Providing Code of Conduct for Prevention of Insider Trading and Code of Conduct for Directors and Senior Management and laws applicable to the Company and their monitoring and compliance process.
5. Providing an overview of the Roles, functions, Duties, Responsibilities and liabilities of Independent Directors as provided in the Companies Act, 2013 and Criteria of Independence applicable to the Independent Director as per Clause 49 of the Listing Agreement and Companies Act, 2013.
6. Providing an overview of Directors Responsibility Statement forming part of Boards' Report and Board evaluation process and procedures.
7. Visit to all the projects explaining about various stages of acquisition of land, development, etc. ii. If Independent director is interested in meeting the employees of any specific department or functional heads or getting any further detail, the same will also be arranged.

REVIEW OF THE PROGRAM

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

DISCLOSURE OF THE PROGRAMMES

The details of such familiarization programmes shall be disclosed on the Company's website and a web link for the same shall also be provided in the Annual Report of the Company.