

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

This Familiarization Program ("the Program") for Independent Directors of Pearl Polymers Limited ("the Company") has been adopted by the Board of Directors pursuant to Regulations 25 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

1. Purpose

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.

2. Familiarization Programme

- a) At the time of induction of the newly appointed Independent Director (ID), he/she is apprised adequately about the Company, its latest financial statements and their analysis, its business model, Industry scenario, competition, significant recent developments and also the Board processes by the Chairman and Managing Director and the Senior Management. In addition to this, following documents are also provided to Independent Director :
1. Latest Annual Report of the Company;
 2. Code of Conduct for Prevention of Insider Trading Regulations;
 3. Code of Conduct as per Regulation 17 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015;
 4. Vigil Mechanism/Whistle Blower Policy;
 5. Risk Management Policy;
 6. Policy on Related Parties Transactions;
 7. Policy for Determination of Materiality of Events, Policy for Preservation of Documents and Archival Policy.
- b) As a part of the process of induction of the ID, his/her visit to the various factories of the Company located at different places are also arranged. The ID is given an overview of the plant operations, the organization structure and key team members. He/she is also briefed about the various important raw materials, production processes, finished goods, principal suppliers, customers, utilities, safety, health environment and applicable laws etc. Presentation are also given to ID operation of various plants / factories as part of induction program.
- c) In every Board meeting, a detailed presentation on business is made wherein the Chief Financial Operator (C.F.O.) of the Company explains in respect of the business, the vision, performance, analysis of financial statements, significant operational issues, strategy and growth plans relating to Company.
- d) The presentations also provide an opportunity to the Independent Directors to interact with the senior team of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology,

quality, facilities and risk management.

- e) At every meeting of the Board, presentations are also made covering performance of the different businesses, financial analysis, financial position including liquidity, borrowings and investments, financial projections, significant changes in applicable laws and regulations, if any and operational/strategic issues of importance.
- f) Board members are updated about the statutory amendments from time to time.
- g) Independent Directors also interact with the Statutory Auditors, Internal Auditors and external advisors appointed from time to time. Further, they meet regularly without the presence of any management personnel and their meetings are conducted informally to enable the Independent Directors to discuss matters pertaining to the Company's affairs and put forth their combined views to the Board of Directors of the Company.

The above initiatives help the Director to understand the Company, its business and the regulatory framework in which the Company operates and equips him to effectively fulfil his role as a Director of the Company.

3. 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 Corporate Governance Section of the Annual Report of the Company.

Web link where the above mentioned information is disclosed will be provided in the Corporate Governance section of the Annual Report

4. Review of the Program

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