

DETAILS OF FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS FOR FINANCIAL YEAR 2015-16

[Pursuant to the Regulations 25(7) and 46 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

The Company strongly believes that effective familiarisation programme helps the Independent Directors, not only to have greater insight into Company's business but also contribute effectively in decision making at Board / Committee meetings.

Considering that 'Rammaica' is growing company, it is important that the Independent Directors are well versed with the business and all the related activities including but not limited to the nature of industry, products, markets, operations and its businesses, policies, regulatory aspects affecting the Company, etc. This is achieved through a structured familiarisation plan. Certain programme activities are merged with the Board/Committee meetings for the convenience of the directors. Also, individual programs are conducted separately for them as per the requirement.

The Company has a familiarisation programme for the new directors which involves office & Branches visit, apprising about product & industry dynamics, market scenario and regulatory framework for the industry, etc. The familiarisation programmes for the Independent Directors are prepared after assessment of requirement, in consultation with each Independent Director. Need for familiarisation is also identified through Directors' performance evaluation process. Familiarisation is achieved through broad-based engagement, under which various business heads and functional heads are invited for one-on-one interaction with the Independent Directors.

The Familiarisation programme for the Independent Director, who joined the Board during the year 2015-16 included visit to Mumbai, Goregaon office and go-down for understanding of business (Product and Process). The presentation was also given to the Independent Director This was followed by one on one discussions with certain business heads. The Director was also apprised about Company's financials as well as investment policy.

As part of familiarisation programme, in 2015-16, the Independent Directors were given presentations at audit committee meetings on capital expenditure on ongoing expansion project and performance Also detailed presentation on new SEBI Listing Regulations was made to them. This is besides regular updates on regulatory scenario, regulatory changes and compliances which concern the Company.

During the financial year 2015-16, total 1 sessions for familiarisation were conducted for the Independent Directors.