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# FAMILIARISATION POLICY

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Policy Change log			
Version	Issued on	Effective from	Purpose of change
v1	September 18, 2025	Upon listing of the Company on a recognised stock exchange in India	New Policy release

## **PARIJAT INDUSTRIES (INDIA) LIMITED**

*(Formerly Known as Parijat Industries (India) Private Limited)*

CIN: U24219DL1995PLC161189 | Website: [www.parijatagrochemicals.com](http://www.parijatagrochemicals.com) | Telephone: +11-45766000  
Registered office: M-77, M-Block Market, 1st & 2nd Floor, Greater Kailash - II, New Delhi, India-110048

## 1. Preamble

Parijat Industries (India) Limited (hereinafter referred to as the “**Company**” or “**Parijat**”) has established this Familiarization Program (“the Program”) in accordance with Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”), read with Schedule IV of the Companies Act, 2013, and other relevant provisions as applicable.

This Program is designed to familiarize Independent Directors with the Company, its industry landscape, business model, governance framework, and their respective roles, responsibilities, rights, and duties, along with other relevant information to support them in effectively discharging their responsibilities. This Policy shall become applicable upon the listing of the Company's securities on a recognized stock exchange in India.

## 2. Objectives

The Company recognizes that a structured and well-conducted familiarization initiative enables Independent Directors to contribute meaningfully to Board and Committee deliberations. The objectives of this Program are to:

- Provide a systematic orientation and induction for Independent Directors upon their appointment.
- Ensure they remain informed about significant developments within the Company and the industry.
- Enhance their awareness of applicable laws, regulations, and governance expectations.
- Offer regular updates on evolving regulatory frameworks, corporate governance practices, and sectoral insights to support informed decision-making.

## 3. Applicability

This Program is primarily applicable to all Independent Directors of the Company. However, it may also be extended to Non-Executive Directors, if deemed appropriate by the Board.

## 4. Familiarisation Process

### **a) Induction Program:**

At the time of appointment, Independent Directors shall be provided with an introductory session covering:

- The Company’s history, vision, business operations, service offerings, and industry context.
- Criteria of independence applicable to Independent Directors as per Regulation 16 and 17(10)(b) of the SEBI Listing Regulations and Section 149(6) of the Companies Act, 2013.
- Overview of the corporate operations comprising details of the Company’s service business units and business model, clientele and functional service offerings;
- Key financial highlights;

- Details of the group (comprising the subsidiaries, joint ventures and associate companies);
- Board and committees of the Board, their operations, charter and functioning;
- Key management personnel details.
- Highlights of the human resource, quality and innovation functions.
- Corporate governance practices, processes and procedures, including Board and committee functioning;
- Corporate social responsibility initiatives.
- Financial highlights, performance metrics, and business strategy.
- The Company's risk management approach, compliance mechanisms, and whistle-blower framework.
- Key internal policies, including the Code of Conduct, SEBI Listing Regulations, and statutory requirements under the Companies Act, 2013.
- Interaction sessions with senior management and key leadership personnel.
- Business responsibility initiatives of the Company;
- Vigil mechanism /whistle blower policy including policy formulation, disclosures, code of conduct for independent directors, code of conduct for directors etc.;
- Roles, functions, duties, responsibilities and liabilities of independent directors; and
- Director's responsibility statement forming part of Board's report.

The training sessions/ presentations/ programmes provide an opportunity to the independent directors to understand the business strategies, business models, organisation structure, group structure, operations, services and products, human resources, facilities, governance policies during the independent directors meetings.

The independent directors are made aware of their responsibilities and liabilities at the time of their appointment through a formal letter of appointment, which also stipulates their roles and responsibilities and various terms and conditions of their appointment.

All independent directors also get to interact with the senior management of the Company. The chairman, managing director and chief executive officer, the heads of the service business units, HR and finance teams interact with the independent directors. Besides, they also have a walkthrough of the Company's business.

**b) Ongoing Familiarization:**

The Company shall periodically engage Independent Directors through:

- Updates on operations, industry position, strategies, competitiveness and financial performance of the Company.
- Updates regarding budgets, working capital management and fund flows.
- Presentations on financial results, business strategy, and risk assessment.
- Updates on material regulatory changes affecting the Company.
- Insights on industry trends, market developments, and peer performance.
- Structured interactions with senior executives and functional heads.
- Training programs and participation in external workshops, wherever required.
- Appointment and Removal of Directors, KMPs, and Senior Management.

## 5. Policy Review

The Board may subject to applicable laws amend, suspend or rescind this Policy at any time. Any difficulties or ambiguities in the Policy will be resolved by the Board in line with the broad intent of the Policy. The Board may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy.

In the event of any conflict between the provisions of this policy and of the applicable law, such applicable law in force from time to time shall prevail over this Policy. Further any subsequent amendment/modification in the SEBI Listing Regulations, the Companies Act and/or any other laws in this regard shall automatically apply to this Policy.

## 6. Roles and Responsibilities of Independent Directors

The roles and responsibilities of Independent Directors shall be governed by the terms and conditions of their respective appointment letters, the Companies Act, 2013, and SEBI Listing Regulations, as applicable.

## 7. Disclosures

This Policy shall be published on the Company's website and include the requisite particulars in its annual report in compliance with SEBI Listing Regulations.

## 8. Effective Date

This Policy shall come into effect upon its approval by the Board and shall continue to remain in force until amended or rescinded.