

HARIOM PIPE INDUSTRIES LIMITED

FAMILIARIZATION & INDUCTION PROGRAM FOR INDEPENDENT DIRECTORS

Preamble:

The Companies Act 2013 read with the rules thereunder amended (the “ Companies Act”) read with Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (“**SEBI Listing Regulations**”) mandate the Company to induct and suitably familiarize the Independent Directors in the following areas:

- Familiarization with the nature of Business of the Company;
- Roles & Responsibilities;
- Nature of industry including competition/export potential ; and
- The business model and Corporate Plans [Long Term and Short Term] of the Company.

Induction & Familiarization Programme Training module for Independent Directors

Objective	The Company shall follow a structured induction and familiarization programme for the Independent Directors to understand and get updated on the business and operations of the Company on a continuous basis.
Familiarization Programme for Independent Directors upon induction	Industry Overview and Business Model of the company
	Business overview and an outline of Corporate Plan and Annual targets
	Overview of Sales & Marketing
	Introduction to Product profile
	Operations overview
	Financial Performance and budget & control processes
	Familiarization on Statutory compliances as a Board Member including their Roles, Rights and Responsibilities.

Familiarization Process:

A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors. Independent Directors are provided with necessary documents/brochures, reports and internal policies to enable them to familiarize with the Company's procedures and practices. 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;

The Company shall through its executive directors / senior management personnel conduct programs / presentations to familiarize the existing directors as well as new directors with the strategy, operations and functions of the Company;

Such programs/presentations will provide an opportunity to the Independent Directors to interact with the senior leadership 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 and such other areas as may arise from time to time;

The programs/presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities

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

Amendments:

The Board may, subject to applicable laws, amend any provision(s) or substitute any of the provision(s) with the new provision(s) or replace the policy entirely with a new policy as it may deem necessary. The Board may also establish further rules and procedures, from time to time, to give effect to this policy and to ensure proper governance.

Review of the Program:

The Board of Directors of the Company shall review this Program once in every Year or within such period as mandated by any regulatory amendments.

Effective Date:

This programme shall be effective from the date of listing of the securities of the Company on the stock exchange(s).