

## **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

### **PURPOSE AND OBJECTIVE OF THE PROGRAMMES:**

At **SHASHIJIT INFRAPROJECTS LTD** ("the Company"), the Board of Directors and Management of the Company ("the Board") lay down great emphasis on adding and practicing good Corporate Governance practices and conduct the "**Familiarization Programme of Independent Directors**" to provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

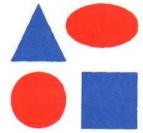
### **FAMILIARIZATION AND CONTINUING EDUCATION PROCESS**

- The Company through its Managing Director / Executive Director / Key Managerial Personnel conducts programmes / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company.
- Such programmes / presentations provide an opportunity to the Independent Directors to interact with the Senior Management 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 programmes/presentations also familiarizes the Independent Directors with their roles, rights and responsibilities.
- When a new Independent Director comes on the Board of the Company, a meeting is arranged with the Chairperson, Managing Director, Company Secretary, Chief Financial Officer, Chief Executive Officer to discuss the functioning of the Board and the nature of the operation of the Company's business activities.
- New Independent Directors are provided with copy of latest Annual Report, the Code of Conduct, Code of Conduct for Prevention of Insider Trading, policy of the Company on various subjects.
- The Company provides the Directors with the tours of company's facilities from time to time.
- A detailed Appointment Letter is issued for the acceptance of the Independent Directors.



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**OTHER INITIATIVES TO UPDATE THE DIRECTORS ON A CONTINUING BASIS**

- The Directors get an opportunity to visit Company's various project site, where project heads appraise them of the operational and sustainability aspects of the projects to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, Sustainability etc.
- At various Board meetings during the year, presentations are made to the Board on safety, health and environment and sustainability issue, company policies, changes in the regulatory environment applicable to the corporate sector and to the industry in which it operates and other relevant issues.
- Quarterly presentations on operations made to the Board include information on business performance, operations, market share, financial parameters, working capital management, fund flows, senior management change, major litigation, compliances, subsidiary/joint venture information, donations, regulatory scenario etc.
- The Directors are informed about the Half yearly results of the Company (As per SEBI (LODR) Regulations, 2015)

**AMENDMENTS/ REVIEW:**

The Board shall be responsible for the administration, interpretation, application and review of this Programme.



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Registered &amp; Corporate Office :

Plot No. 209, Shop No. 23, 2nd Floor,  
Girnar Khushboo Plaza, GIDC.,  
Vapi-396195. Gujarat. India.

T : +91 260 2432963, 78786 60609  
E : [info@shashijitinraprojects.com](mailto:info@shashijitinraprojects.com)  
W : [www.shashijitinraprojects.com](http://www.shashijitinraprojects.com)