

BHATKAWA TEA INDUSTRIES LIMITED

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Pursuant to the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 and Schedule IV of the Companies Act, 2013, familiarization programme has been adopted to familiarize the Independent Directors with the Company, their role, rights, responsibilities in the Company, nature of industry in which the Company operates, business model of the Company, etc.

FAMILIARISATION PROCESS

(a) The Company recognizes specific skills, acumen and competencies of each Independent Directors which enable to achieve the goals set by the Company.

(b) All the Independent Directors of the Company are made aware of their role, responsibilities, dimensions of various businesses and corporate operations. The process is continuous and is made to typically manifest at Audit Committee Meetings (in which all Independent Directors are Members) where Key Management Personnel explain business operations and management processes.

(c) From time to time the member of Board and Independent directors are updated regarding activities undertaken by various Division of the Company, business strategies, various policies, management structure etc. The Chief Financial Officer and the Company Secretary are jointly authorized for ensuring appropriate induction and training programmes for the directors including independent directors of the Company as and when requested by them for understanding any specific project, activity or process of the Company. The management provides such information and training either at the meeting of the Board of Directors or otherwise.

The Board will review this programme and make revisions as and when required.