

## **FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTORS**

### **Introduction:**

Aether Industries Limited (referred to as 'Company') is mainly engaged in business of manufacturing basic cum specialty chemicals along with research and development activities.

Company values integrity, commitment, standards and ethics and also believes that such principles and standards govern the behavior of the Company and its' employees. High moral and ethics are always essential for long term achievements and vision of the Company.

### **Preamble:**

The Company shall familiarize the Independent Directors with the Company, their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc. through various programs.

The details of such familiarization programs shall be disclosed on the website of the Company and a web link thereto shall be given in the Annual Report.

This familiarization program for the Independent Directors has been adopted by the Board of Directors.

The Members of the Board are afforded many opportunities to familiarize themselves with the Company, its Management and its operations. The Board of Directors has provided with all the documents to enable them to have a better understanding of the Company, its various operations and the industry in which it operates.

The programme aims to provide insights into the Company to enable the Independent Directors to understand its business and contribute significantly to the Company.

### **Familiarisation process:**

All the Independent Directors of the Company are made aware of their roles and responsibilities at the time of their appointment through a formal letter of appointment which also stipulates various terms and conditions of their engagement.

Strategic presentations are made to the Board where Directors get an opportunity to interact with Senior Management.

Directors are also informed of the various developments in the Company, periodically.

The Company may through its Non-Independent Non-Executive Directors/Senior Management Personnel conduct program / presentations periodically to familiarize the Independent 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, 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.

The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.

The purpose and objective of this policy is to provide insights into the Company and to enable the Independent Directors to understand their roles, responsibilities in the Company and to understand the Company's business in depth that would facilitate their active participation in managing the Company and get updated on the business and operations of the Company.

**Disclosures:**

This programme shall be uploaded on the website of the Company for public information and a web link thereto shall also be provided in the Annual Report of the Company.

**Review:**

The Program may be reviewed and updated from time to time as when required with the requirement of the law.