



Sahajanand Medical Technologies Limited

Familiarisation Programme for Independent Directors

Introduction

In accordance with the Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") and Schedule IV of the Companies Act 2013 ("Act"), the Company is required to familiarise independent directors through various programmes about the Company, their roles, rights and responsibilities in the Company, nature of the industry in which the Company operates, the business model of the Company, etc.

Further, Regulation 46(2) read with Regulation 62(1A) of the Listing Regulations requires the Company to disseminate on its website :

- details of familiarisation programmes imparted to independent directors (during the year and on a cumulative basis till date),
- number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date), and
- other relevant details.

The Company believes that effective familiarisation programme helps the independent directors not only to have greater insight into the Company's business but also contributes effectively to decision making at Board / Committees meetings.

Overview of the Familiarisation Programme

A. Familiarisation upon induction of new independent directors

- At the time of appointment, an appointment letter incorporating the role and duties, tenure of appointment, evaluation process, availability of directors and officers liability insurance, details regarding remuneration are provided to the Directors.
- The Company conducts a induction programme for orientation and training of new directors.
- New independent directors are provided with an induction kit which includes a presentation on details about the Company, its subsidiaries, joint ventures, Code of Conduct, brief profile of other Board Members, Memorandum and Articles of Association, financial results of past one year, Committee Charters and Company's code & policies, strategies, business model, operations, service and product offerings.

B. Continual Familiarisation Programme

- Familiarisation process for the independent directors generally forms part of the Board & Committee meetings (Audit Committee, Nomination and Remuneration



Committee, Corporate Social Responsibility (“CSR”) Committee and Risk Management Committee) wherein detailed presentations are made by:

- Chief Financial Officer and Business Heads of the Company, where the independent directors get an insight on financial, strategy and operations of the Company and its subsidiaries;
 - presentation by Statutory Auditors on their report, on a quarterly basis;
 - discussion on Internal Audit Report of each of the areas reviewed by them;
 - discussion on regulatory update on a quarterly basis;
 - discussion on matters arising out of Whistle Blower Policy;
 - prevention of Sexual Harassment Policy (POSH);
 - presentation by HR head on CSR activities carried out by the Company and the impact those activities have made on the people living in surroundings; etc.
- The Company also organizes site/location visits at its operational facilities, enabling independent directors to gain a comprehensive understanding of the Company’s operations.

Disclosures

The details of the familiarisation programme shall be uploaded on the website of the Company at www.smtpl.com and the web link thereto shall be provided in the Annual Report of the Company.
