

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

[Effective from 1st April, 2018]

Preamble Clause 49(II)(B)(7) of the Listing Agreement stipulates as under:-

- (i) The company shall familiarise the independent directors with the company, their roles, rights, responsibilities in the company, nature of the industry in which the company operates, business model of the company, etc., through various programmes.
- (ii) The details of such familiarisation programmes shall be disclosed on the company's website and a web link thereto shall also be given in the Annual Report.

Objective and details of Familiarisation Policy

1. The Company shall periodically organise familiarisation programme for the Independent Directors to appraise them with the business operations of the Company as also to know their roles, rights and responsibilities in the Company to enable them to make effective contribution and discharge their functions as a Board Member.

The Company shall follow a structured orientation and training programme for the Independent Directors to understand and get updated on the business and operations of the Company on a continuous basis.

2. Familiarisation Program for Independent Directors shall include:
 - i. Industry overview and business structure of the Company;
 - ii. Operation overview and product knowledge;
 - iii. Overview of Sales & Marketing strategies;
 - iv. Financial Statements, Financial Ratios and other performance parameters used for control process;
 - v. Statutory compliances required to be fulfilled by the Company.
3. The policy shall be disclosed on the company's website and a web link thereto shall be provided in the Annual Report.
4. The above will be conducted for new and continuing Independent Directors of the Company during the year.

AARES GROUP

Regd. Office : Sir RNM House (4th Floor), 3B, Lal Bazar Street, Kolkata - 700 001
Phone : 2248 8672, 4066 1590-93, Fax : 2248 7571 E-mail : contactus@dianatea.in
Website : www.dianatea.in CIN : L15495WB1911PLC002275