

# **EPACK Durable Limited**

## **POLICY ON FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

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## **POLICY ON FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

### **1. Introduction**

EPACK Durable Limited (hereinafter referred to as “EPACK” or “Company”) has introduced a programme to 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. in pursuance with the Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. Also, in terms of Schedule IV of the Companies Act, 2013, the Independent Directors are required to keep themselves abreast of the regulatory provisions and the knowledge, skill and expertise required being an Independent Director.

### **2. Purpose**

The objective of the Familiarization Programme is:

- a. to adopt a structured Programme for orientation and training of Independent Directors at the time of their joining so as to facilitate them to understand the Company – its operation, industry and the environment in which it functions.
- b. to keep informed the directors on a continuous basis on any significant changes therein so as to be in a position to take well-informed and timely decisions.
- c. to enable them to understand the Company and the industry and business environment it operates in.
- d. to enable them to understand their roles and responsibilities.
- e. to keep the Independent Directors updated on an ongoing basis about the significant changes which occur concerning the Company or its industry and business environment so that they are in a position to take well-informed decisions at appropriate time.
- f. The Board members of the Company (Independent and Non-Independent) are afforded every opportunity to familiarize themselves with the Company, its management and its operations and above all the industry perspective & issues.

### **3. Scope and Applicability**

The above Programme will be conducted for new and continuing Independent Directors of the Company.

Apart from Independent Directors, Non-Executive Directors are also eligible to attend the familiarization programme.

### **4. Overview of Familiarization Programme**

- a) At the time of induction of the newly appointed Independent Director(s), he/she is apprised adequately about the Company, its latest financial statements and their analysis, its business model, Industry scenario, competition, significant recent developments and also the Board processes by the Chairman of the Company, Managing Director and CEO, the Chief Financial Officer and the Senior Management Personnel.
- b) Independent Directors of the Company are made aware of their roles, rights and responsibilities at the time of their appointment, through a formal letter of appointment, which also stipulates various terms and conditions of their engagement. At the outset, all the Independent directors are provided an overview of criteria of independence applicable to Independent Directors as per Regulation 16(1)(b) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Companies Act, 2013 and Compliances required to be undertaken by them under Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015;

- c) Board meeting/s shall also provide an opportunity to the Independent Directors to interact with the senior team of the Company and help them to understand the Company's strategy, business model, organization structure, finance, human resources, R & D, quality etc.
- d) From time to time, presentations shall also be made covering performance of the different businesses, financial analysis, financial position including liquidity, borrowings and investments, financial projections, significant changes in applicable laws and regulations, if any and operational/strategic issues of importance.
- e) The Director will be provided the terms of reference of the board committees in which they will be acting as the Chairperson or member.
- f) In order to have a smooth relationship with other personnel in the Company, periodic meetings may be organized with the Senior Managements apart from the meetings prescribed under the Statutes to better understand the business and operation of the Company.
- g) The specific roles, duties and rights of the Independent Directors as provided in the Companies Act, 2013 and in other statutes will be explained to them through Board meeting process or through various modes of communications.
- h) The Company may also circulate news and articles related to the industry from time to time and may provide specific regulatory updates.

## 5. Programme and Disclosure

- a) Familiarization programme will be conducted on "as needed" basis.
- b) As and when familiarization programme is conducted, the same will be disclosed on the website of the Company.

a. Following are the details of the familiarization programme:

S. No.	Date of program	Purpose	Duration of the Programme (no. of hours)	Name of Independent Director in attendance
1.	April 25, 2024	Orientation Meet at Bhiwadi Manufacturing Facility	4 Hours	1. Mr. Krishnamachari Narasimhachari 2. Mr. Kailash Chandra Jain 3. Ms. Priyanka Gulati 4. Mr. Sameer Bhargava 5. Mr. Shashank Agarwal
2.	May 14, 2024	Familiarization Programme	1 Hour	1. Mr. Krishnamachari Narasimhachari 2. Mr. Kailash Chandra Jain 3. Ms. Priyanka Gulati 4. Mr. Sameer Bhargava 5. Dr. Ravi Gupta (Proposed Independent Director)

3.	May 27, 2025	Deliberation on Annual Operating Plan for FY 2025–2026	1 Hour	1. Mr. Krishnamachari Narasimhachari 2. Ms. Priyanka Gulati 3. Mr. Shashank Agarwal 4. Dr. Ravi Gupta
4.	February 16, 2026	Update on NFRA Circular on Effective Communication Between Statutory Auditors and Those Charged with Governance, including Audit Committees.	3 Hour	1. Dr. Ravi Gupta 2. Mr. Sameer Bhargava 3. Mr. Shashank Agarwal

## 6. Communication of the Policy

The Policy will be hosted on the Company website, [www.epackdurable.com](http://www.epackdurable.com) and in the Annual Report of the Company.

## 7. Review

This policy shall be subject to review by the Board as may be deemed necessary or to meet any regulatory requirements.

## 8. Amendment

In case of any amendment (s), clarification (s), circular (s) etc. issued by the relevant authorities, not being consistent with the provisions laid down under this Policy, then such amendment(s), clarification(s), circular(s), etc. shall prevail upon the provisions in this Policy and this Policy shall stand amended accordingly.

## 9. Version Control

Version	Description	Date
Version 1	Policy on familiarisation programme for independent directors	November 09, 2023

## 10. Effective Date

This Policy was approved and adopted by the Board on November 09, 2023.