

Familiarisation Programmes for Independent Directors

1. Objective

Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize 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. The details of such familiarization programmes shall be disclosed on the Company's website and a web link thereto shall be given in the Annual Report.

2. Purpose

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

3. Administration

The familiarization programme for Independent Directors will be administered and monitored by the Board of Directors of the Company. The Company will follow a structured orientation programme for the Independent Directors to understand and get updates on the business and operations of the Company on a continuous basis.

4. Familiarization process

- The Company shall through its Chairman and Managing Director, or other Key Managerial Personnel and Senior Managerial Personnel shall conduct programmes/presentations periodically to familiarize the Independent Directors with the strategy, operations, and functions of the Company. The programmes/presentations shall also familiarize the Independent Directors with their roles, rights, and responsibilities.
- Independent Directors shall be provided with necessary details of the Company, its history, the Board structure, the Board Committees and their functions, terms of reference, details of the business, operations, business model and financial performance of the Company, which shall enable them to familiarize with the Company's procedures and practices.
- Regular updates on the key developments happening in and/or affecting the Company/Industry will be communicated to the independent Directors.
- Each director of the Company has complete access to any information relating to the Company. Independent Directors have the freedom to interact with the Company's Management. Further, they can meet without the presence of the Company's Management Personnel to discuss matters pertaining to the Company's affairs and put forth their combined views to the Chairman and Managing Director.
- Site visits at its plant shall be organised for the Directors to enable them to understand the operations of the Company.

5. Revision/Amendments to this Policy

Any revision/modifications to this Program/Policy shall be made by the Board of Directors from time to time.

6. Disclosure of this Policy

This Policy shall be uploaded on the Company's website i.e. www.nesco.in

2nd version of this policy was approved by the Board of Directors at its meeting held on 13th February 2024.