

Sundram Fasteners Limited

Familiarisation Programme for Independent Directors conducting during the Financial Year 2015-2016

Regulation 25(7) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 prescribes that the listed entity shall familiarise the independent directors through various programmes about the listed entity, including the following:

- (a) Nature of the industry in which the listed entity operates;
- (b) Business model of the listed entity;
- (c) Roles, rights, responsibilities of independent directors; and
- (d) Any other relevant information.

Accordingly, during the financial year 2015-2016, the following familiarisation programme was conducted for the Directors.

Factory Visit

As part of a familiarization program, a visit of the Directors to the factories of the Company was arranged during the month of June, 2015.

Factories visited / Location	Duration of the visit
Padi, Chennai	No. of days - 4
Krishnapuram, Virudhunagar District	No. of hours spent – 20 hours
Pudhucherry	
Hosur	

The President of the respective Division and the Unit Head at each location, along with key functional team members accompanied the Independent Directors and showed them around the factories. The Independent Directors were familiarised with the following aspects of the operations of the Company:-

1. Industry within which the Company operates
2. Various aspects of manufacturing set up
3. Technical aspects of the business processes and operations
4. Competitive environment under which the Company operates
5. Product mix of the Company catering to various original equipment manufacturers

The factory visit provided an opportunity to the Independent Directors to understand and appreciate the nuances and complexities of the processes involved in manufacturing the various products at the different locations, and the exacting standards that are followed in achieving the excellent quality of the products.

Other related initiatives

In addition to the above, the Company undertook the following measures to keep the Independent Directors updated about the Company's operations during the financial year 2015-2016:-

1. Relevant financial information and Legislative updates including matters related to the roles, duties and responsibilities are provided to the Board on a quarterly basis to keep themselves familiarised with the performance of the Company and the evolving legal and regulatory environment under which the Company operates.
2. Presentation by operating divisions elaborating in detail about the customers, products, markets both domestic and global, segmentation and technological developments with respect to the division.
3. Presentation by Corporate HR outlining the major human resources initiatives undertaken during the year.

