

FAMILIARISATION PROGRAM FOR INDEPENDENT DIRECTORS

Pact Industries Limited has put in place systems to familiarize its Independent Directors with the Company, its products, its management, its operations and the industry.

Directors interact with senior management personnel and have access to all documents/information needed for good understanding of the Company, its operations and the industry.

All the independent directors are made aware of their role, responsibilities & liabilities at the time of their appointment/ reappointment through a formal letter of appointment. In addition Company undertakes various measures from time to time to keep the Independent Directors updated about the ongoing projects and new initiatives.

Presentations are made to the Directors detailing inter-alia, the results of operations, business strategies, business policies, budgets, review of internal audit and risk management framework etc.

The Directors are encouraged to visit Company plants, where senior plant officials apprise them of the operational and sustainability aspects of the units to enable them to have full understanding & appreciation on the activities of the Company. Various plant operations are explained in detail to the Directors by trained personnel.

Further, Management mailers are also sent to Directors on all significant sector and Company news and subjects, as they evolve from time to time.
