



हिन्दुस्तान ऑर्गेनिक केमिकल्स लिमिटेड
HINDUSTAN ORGANIC CHEMICALS LIMITED
(भारत सरकार का उद्यम A Govt. of India Enterprise)
पंजीकृत /निगमित कार्यालय & फैक्टरी Registered / Corporate Office and Factory
अम्बलमुगल AMBALAMUGAL - 682 302,
एरणाकुलम जिला, केरल, भारत ERNAKULAM DIST., KERALA, INDIA
दूरभाष Phone : 0484-2720911-13, 2720844
वेब Web: www.hoclindia.com, ई-मेल e-mail : kochi@hoclindia.com

Familiarization Programme of Independent Directors

Preamble

In terms of Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize the Independent Directors with the Company, their roles, duties, responsibilities in the Company, nature of the industry in which Company operates, business model of the Company by imparting suitable training sessions.

The familiarization programme aims to provide Independent Directors with the Chemical Industry scenario, the socio-economic environment in which the Company operates, the business model, the operational and financial performance of the Company, to update the Independent Directors on a continuous basis on significant developments so as to enable them to take well informed decisions in a timely manner. The familiarization programme also seeks to update the Independent directors on the roles, responsibilities rights and duties under the Companies Act 2013 and other relevant legislations.

Details of Familiarization sessions /programme to the Independent Director's

- The newly appointed Independent Directors were taken through a formal induction program including briefing by the CMD, Shri Sajeev B. (the Chairman and Managing Director & CEO) and other Senior Executives on the Company's manufacturing, marketing, finance and other important aspects of the Company's business.
- Also briefed about the Kochi Unit operations, the Govt approved Restructuring Plan for HOCL vide Govt. directions letter dt. 25-05-2017, wherein, subsequent to the VRS to the Rasayani unit's employees and business transfer of CNA/N2O4 Plant along with adequate land and manpower to ISRO and sale /disposal of idle assets and other assets (through MSTC-E-Auctions), the closure of Company's Rasayani Unit (at Maharashtra State) and sale of part of HOCL Rasayani land to BPCL etc. and all other balance activities as per the Govt. approved, HOCL Restructuring Plan and the present status thereof all were explained in detail.
- Further also available on the Company's website (www.hoclindia.com;) all the relevant documents relating to the Company such as Annual Reports of last three consecutive years, the financial results , quarterly and yearly, all other relevant details and information, the Code of Conduct for Directors and Senior Managerial Personnel, Note on Directors roles and responsibilities etc. Further all other relevant documents Viz. Company's Memorandum of Associations, Articles of Association, Policyhandbook of the Company comprising of policies on various business aspects and practices, are in place and are made available when required. Also the organizational chart of the Company and the profile of all the Directors and the Senior Managerial Personnel of the Company, List of contact details of the Directors, CS, CFO, and other Senior Managerial Personnel etc. as may be required, were furnished to the Independent Directors.



आई एस ओ An ISO 9001, 14001, 45001 & 50001 यूनिट Unit

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The Independent Directors also attended two days orientation programme organized by the Department of Public Enterprises (DPE) on 13.07.2022 & 14.07.2022.

The Independent Directors also visited Company's Kochi Plant, Mumbai Office in which the said directors get themselves more familiarized with the Company's business model, segment/nature of operation of HOCL, industry dynamics, and challenges faced by the industry ongoing basis.

Also, in each Board and Committee Meeting, the Company is familiarizing the Independent Directors about Company's Financial Performance and Key Business Developments.