



THE METHONI TEA COMPANY LTD.

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

I. PREFACE

The Board of Directors of **The Methoni Tea Company Ltd.** ("the Company") in accordance with the requirements of the Regulations of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Regulations") has framed and implemented the Policy for "Familiarization Programme for Independent Directors" ("Policy").

II. OBJECTIVE

There is an acute shortage of experienced & trained Independent Directors available today. The main objective of this policy is to impart training to the Directors to enable them to have a better understanding of the working of the Company and be more efficient in the functioning of the business. Training is also provided for making them aware of their rights, responsibilities and liabilities as an Independent Director. It is essential to educate the Independent Directors on the company's business model, industry, competitive landscape, as well as its recent history of successes or problems with financial reporting. Business unit updates are important in assisting Independent Directors in understanding the unit's strategy and operational results, as well as the significant financial and non-financial risks.

III. EFFECTIVE DATE

The Policy, as approved by the Board of Directors of the Company, is deemed to be effective from April 01, 2016.

IV. TRAINING

The Company shall induct a formalization program for the Independent Directors to impart suitable training to familiarize them with the Company, their roles, responsibilities, rights in the Company, nature of the industry in which the Company operates, business model of the Company, etc. The training to the Independent Directors will be provided as under:

(i) General

New Independent Directors appointed by the Board shall be given formal induction and orientation with respect to the Company's vision, strategic direction, core values, corporate governance practices, financial matters and business operations. The Human Resource Department of the Company shall provide all the necessary documents, reports and internal policies to the Independent Director so that they get acquainted with the various procedures and practices in the Company. Independent Directors shall be updated on all business related matters including Finance, Marketing, HR, Plant performance, Technical, Risk Assessment & Minimisation procedures etc. and new initiatives proposed by the Company through presentations and written material at the meeting of the Board of Directors and meetings of Committee of Directors.

(ii) Specific

Independent Directors would be provided with need based training on various matters. The company will look at the various training requirements of the Independent Directors based on input received on various aspects, which will help in better functioning as Independent Directors of the Company. The Company also recognises the importance of continuous education of its Directors. Efforts would be made to provide training on technical aspects like industry developments, new accounting standards, financial policies, corporate governance developments and compliance thereof, business specific opportunities, associated risks and means to mitigate the same by engaging specialists in various areas to provide information on various topics of interest.

V. DISCLOSURE ON WEBSITE OF THE COMPANY

The policy shall be disclosed on the website of the company. Further, the Company shall disclose on its website all such events or information which has been disclosed to stock exchange(s) under the regulation, and such

disclosures shall be hosted on the website of the Company for a minimum period of five years and thereafter as per the archival policy of the listed entity, as disclosed on its website.

VI. AMENDMENT

The Board of Directors on its own and /or as per the recommendations of the Committee may amend this Policy, as and when deemed fit.

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 given in this Policy and the Policy shall stand amended accordingly from the effective date as laid down under such amendment(s), clarification(s), circular(s) etc.

*For Methoni Tea Company Limited
Sd/-*

Director