



## **DISCLOSURE UNDER REGULATION 25 AND 46 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015**

Flair Writing Industries Limited (“the Company”) has an orientation process/familiarization programme for its independent directors which emphasises on:

1. Roles, Rights and Responsibilities – Board dynamics & functions
2. Strategy, Operations and functions of the Company

The roles, rights and responsibilities of Independent Directors are particularly mentioned in the appointment letter issued to them at the time of their appointment. Moreover, as a process, when a new independent director is appointed, an induction programme shall be conducted by the senior management team and also whenever the independent director is appointed to a Board Committee as a new member, information relevant to the functioning of the Committee and the role and responsibility of Committee members shall be informed. The Independent Directors attends such orientation process/ familiarization programme.

### **DETAILS OF OTHER FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS:**

#### **A. Presentation/updates by respective key persons:**

At the Board and committee meetings of the Company, the key persons also join as an attendee(s)/invitee(s) as and when required, to get the directors more familiarized with the business/operations and risks/challenges faced by the industry on an ongoing basis, by way of presentation/updates. Presentations on the business outlook, plans, business strategies, scale and operations, internal control systems, risks and mitigation plans, various policies of the Company are given to all the directors including the independent directors during the meetings and at other times from time to time. The Directors are also updated in respect of the recent legal amendments as applicable to the Company in respect of discussions in regard to any such matter undertaken in the meetings of the Board and committees of the Board.

#### **B. Regular interactions with Plant heads:**

The Independent Directors are given an opportunity to interact with plant heads and other employees if required, at the manufacturing facilities of the Company located at various locations. During such interactions with as many sessions and hours required, the Independent Directors are apprised on the plant operation system, safety measures initiated thereat, raw material handling & management system, process of manufacturing, etc.

#### **C. Regular update on key developments:**

The Company is also familiarizing its Independent Directors on the key developments regularly by way of timely communication.