

Familiarisation programme:

Gammon India Limited has in place a system to familiarize its Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the company operates, business model of the Company, etc. In addition, it also undertakes various measures to update the Independent Directors about the ongoing events and development relating to the Company.

Initial Process of Familiarization:

- All the independent directors of the Company are made aware of their role, responsibilities & liabilities at the time of their appointment/ re-appointment, through a formal letter of appointment, which also stipulates various terms and conditions of their engagement.

Continual Process of Familiarization:

- Each member of the Board, including the Independent Directors, have complete access to any information relating to the Company, whenever they so request.
- In addition, presentations are made to the Board and its committees where directors get an opportunity to interact with members of the senior management.
- At least one Board Meeting in a year will have a detailed session with the senior management team of the Company. The members of the Management team make presentations to the Independent Directors which *inter alia* covers the industry scenario, projects updates and all such information as is considered necessary.
- Members of the Board and Audit Committee also have interaction with the Statutory Auditors, Internal Auditors and Cost Auditors, Secretarial Auditors and External Advisors, if any, appointed by the Company.

Compliances & Disclosures

The Directors are explained the compliances required from them under the Companies Act, 2013, Clause 49 of the Listing Agreement and other relevant regulations.

The Company provides regular updates on relevant provisions including changes in Company Law, Securities Law, Listing Agreement with Stock Exchanges and applicable laws to ensure that its Independent Directors are kept abreast on these regulations.