

GEM CABLES & CONDUCTORS LTD.,
Details Of Familiarization Programmes Imparted to Independent
Directors

At Gem Cables & Conductors Limited, we strongly believe in continuous learning. Training and development is given utmost importance in the Company across all levels. The Board of Directors at the highest level in the Organization Structure, too, require training and development, to enable update themselves and provide best services to the company.

The Board of Directors of the Company consists of senior personnel, who are independent directors, nominees of financial institutions and banks and promoters apart from whole-time directors, as the case may be.

The training requirements of the different categories of directors vary in view of their nature of nomination on the Board and their training needs to be structured accordingly.

The training to the different categories of Directors will be provided as under:

- (i) **General**
 - a. As a measure of ongoing training, 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.
 - b. Directors will continue to be updated on changes / developments in the domestic/global corporate and industry scenario including those pertaining to statutes/legislation and economic environment.
 - c. The Directors shall be provided information in relation to the industry in which the company operates.

(ii) **Specific Training requirements:**

In relation to Whole-time Directors on the Board of the Company, the Directors are regularly updated with the training requirements on various issues through attending of seminars, conferences, workshops from time to time as also up-dation, changes and modifications provided internally by the company on various departments of the company.

In relation to nominees of Financial Institutions and Banks, the Directors, being nominees of institutions, their training requirements are normally met internally in their respective organizations and coupled with the information provided by the company on all other matters mentioned above. There may not be any further training requirements of the nominees of the Financial Institutions and Banks. Specific requirements, if any, may be addressed on a case to case basis.

In relation to independent Directors and promoters who do not fall in the above two categories, need based training shall be provided on various matters.

The company will look at the various training requirements of the Directors based on input received as also training available through seminars, conferences etc, to update the directors on various aspects, which will help in better functioning as Directors of the Company.

The Company may engage specialists in various areas to provide information on various topics of interest. These presentations shall be before or after the Meeting of the Board of Directors.