



**POLICY FOR FAMILIARISATION PROGRAMME
FOR INDEPENDENT DIRECTORS**

(Adopted by Board on: December 24, 2024)

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FOR INDEPENDENT DIRECTORS

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PREAMBLE

As required by the provisions of Schedule IV of the Companies Act, 2013 read with Regulations 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**the Listing Regulations**”), a listed company is required to familiarize independent directors with inter alia the functioning of the business of the listed company, the industry in which it operates and roles, rights, responsibilities of independent directors by formulating programmes to this effect. Regulation 46(2)(i) requires listed companies to disseminate specific details of familiarization programmes imparted to independent directors.

PURPOSE AND OBJECTIVE OF THE POLICY

To provide insights into the Company to enable the Independent Directors to understand the Company’s business in depth and make them accustomed with their roles and responsibilities that would facilitate their active participation in contributing to the Company.

FAMILIARIZATION AND CONTINUING EDUCATION PROCESS

Familiarization of Independent Directors is an ongoing process in the Company. The Independent Directors are given updates on the Company, its operations, business model, business risks, the industry in which it operates etc.

Details of familiarization programme in the Company, are as under:

1. The newly appointed Independent Directors of the Company shall be familiarised with various aspects of the Company like constitution, vision & mission statement, core activities, business model, geographies and nature of the industry in which the Company operates, board procedures, strategic directions, performance highlights, Code of Conduct & Ethics and other policies like Insider Trading Code, subsidiaries, JVs etc., as and when applies.
2. Material information, performance highlights, etc., will also be provided to supplement the presentation and to create awareness in the Independent Directors of their roles, rights, responsibilities towards the Company.
3. The Familiarisation Programme shall also provide information relating to the financial performance of the Company and budget and control process of the Company.
4. Periodic presentations on necessity basis will be made to the Independent Directors to update them on all business-related issues and new initiatives

undertaken by the Company including any regulatory changes that may have impact on the operations of the Company including roles and responsibilities of the Independent Directors.

5. The Company may also conduct technical sessions by external consultants/ experts, outlining the roles, duties and responsibilities of Independent Directors, from the perspective of various applicable laws.
6. The Independent Directors may be sponsored to attend various seminars, conferences, training programmes from time to time.
7. Independent Directors may also visit the plant.

The Managing Director and other Executives of the Company shall lead the Familiarisation Programme on aspects related to business/industry. The Chief Financial Officer or such other authorised officer(s) of the Company may participate in the programme for providing inputs on financial performance of the Company and budget, control, process, etc. apart from involvement of other senior management personnel/key managerial personnel of the Company as and when required to conduct such programmes.

DISCLOSURE

In accordance with the provisions of the Companies Act, 2013 and the Listing Regulations:

- i) As and when familiarisation programme is conducted, the same will be disclosed on the website of the Company.
- ii) The details of the familiarisation programme shall be disclosed on the Company's website and a web link thereto shall be provided in the Annual Report.

As required under Regulation 46 of the Listing Regulations the details of familiarization programmes imparted to independent directors shall include the following details: -

- (i) number of programmes attended by independent directors (during the year and on a cumulative basis till date),
- (ii) number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date), and
- (iii) other relevant details.

REVIEW OF THE POLICY

The Board will review this Policy on a regular basis to ensure its effectiveness of the training to Independent Directors and make such amendments as may be required.

This Policy is intended to be in conformity with the Listing Regulations and the Companies Act, 2013. However, if due to subsequent modifications in the Listing Regulations, the Companies Act, 2013 or any other Applicable Laws, a provision

of this Policy or any part thereof becomes inconsistent with the Listing Regulations, the Companies Act, 2013 or any other Applicable Laws, then the provisions of such Listing Regulations, the Companies Act, 2013 laws, or such Applicable Laws as modified, shall prevail.

APPROVAL OF THIS POLICY

This policy has been approved in the Meeting of the Board of Director held on December 24, 2024.

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