



**ASIAN TEA & EXPORTS LIMITED**  
**4/1, Middleton Street, Kolkata-71**

**FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

In compliance to Clause 49(II)(B)(7) of the Listing Agreement, structured orientation and training programmes are conducted to familiarise and update the Independent Directors with regard to operations of the company, nature of industry and business environment in which the company operates.

On joining, an induction programme is organised for Independent directors to familiarise them with the following aspect:-

- An Overview of business, operations and business model of the Company.
- Code of Conduct for Board of Directors & Senior Executives.
- An Overview of Business Scenario (Industry Sector & International Operations).
- Annual Report of the Company.
- Human Resource Management.
- Important Statutory & Regulatory Provisions Concerning Directors (Including Role & Responsibilities of Independent Directors).

All Board Members are promptly updated on any change and new development with regard to relevant regulatory requirement such as SEBI Regulations, Companies Act etc. Presentations in this regard are also made in the Board on implication of these regulations.

**PROGRAMMES FOR FUNCTIONAL DIRECTORS**

The training requirements of the different Directors vary in view of their specific function/role on the Board and their training needs are structured accordingly. Need based training is provided on various matters. Board members individually identify opportunities for learning for which they are nominated. Training is provided through attending seminars, conferences, and workshop etc. from time to time.