

**FAMILIARIZATION PROGRAM
FOR
INDEPENDENT DIRECTORS**

This Familiarization Program ('the Program') for Independent Directors of United Vander Horst Limited ('the Company') has been adopted by the Board of Directors pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations').

PURPOSE:

The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

FAMILIARIZATION PROCESS:

- a) The Company shall through its Executive Directors/Senior Managerial Personnel conduct programs/presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;
- b) Such programs /presentations will provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time;
- c) The programs / presentations shall also familiarize the Independent Directors with their roles, duties, rights and responsibilities;
- d) The Company may circulate news and articles related to the Industry on a regular basis and may provide specific regulatory updates from time to time; and
- e) Following Documents given to Independent Directors either physical or electronic:
 - i. Latest Annual Report
 - ii. Memorandum and Articles of Association
 - iii. Code of Conduct, Code of internal procedures and conduct for regulating, reporting of trading by insiders
 - iv. Code of practices and procedures for fair disclosure of unpublished price sensitive information
 - v. Site visits to various plant locations are organized for the Directors to enable them to understand the operations of the Company
 - vi. Policy on materiality of and dealing with related party transactions
 - vii. Policy on Vigil Mechanism (Whistle Blowing Policy)
- f) The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.

DISCLOSURE OF THE POLICY:

This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

REVIEW OF THE PROGRAM:

The Board will review this Program and make revisions as may be required.

Details of Familiarization Programme

Number of Programmes conducted & attended by Independent Directors during F.Y. 2017-18	Two
No. of Hours spent	Two and Half
Date	22.09.2017
Date	12.02.2018

Number of Programmes conducted & attended by Independent Directors during F.Y. 2018-19	Three
No. of Hours spent	Three and Half
Date	23.06.2018
Date	04.09.2018
Date	09.11.2018

Number of Programmes conducted & attended by Independent Directors during F.Y. 2019-20	One
No. of Hours spent	One and Half
Date	28.06.2019