



HINDUJA GLOBAL SOLUTIONS LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. Preamble:

Listing Agreement with the Stock Exchanges:

The Clause 49(II)(B)(7) of the Listing Agreement (effective from October 1, 2014) with the Stock Exchanges stipulates that:

- a) The Company shall familiarize the 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., through various programmes.
- b) The details of such familiarization programmes shall be disclosed on the Company’s website and a web link thereto shall be given in the Annual Report.

2. Administration:

The Familiarization programme for Independent Directors will be administered and monitored by Nomination and Remuneration Committee.

3. Familiarization module for Independent Directors:

The module will be on the following lines and will be restructured as and when necessary.

Objective	The Company will follow a structured orientation programme for the Independent Directors to understand and get updated on the business and operations of the Company on a continuous basis.	
Orientation module for new and existing directors	Overview of business, operations and business model of the Company.	CEO to organize
	Financial Performance, Budgeting and Planning.	organize HEADS to FUNCTIONAL
	Overview of business of Subsidiaries.	
	Familiarisation on Statutory compliances including their roles, rights and responsibilities in the Company as a Board Member.	

4. Programme and disclosure:

- a) Familiarization programme will be conducted “as needed” basis during the year.
- b) As and when familiarization programme is conducted, the same will be disclosed on the website of the Company.