

## **WARREN TEA LIMITED**

### **FAMILIARIZATION OF INDEPENDENT DIRECTORS**

The Independent Directors of the Company have been familiarized with the operations and functioning of the Company. The familiarization of Independent Directors is a continuing process and with an eye towards enhancement of Corporate and individual values, the Company organizes regular visits of the Independent Directors to the tea estates in Assam as well as interactions with management personnel both at the Registered and the Corporate Office. The visits to the areas in and around the estates enable the Independent Directors to also understand the prevalent social and environmental management systems, workers' occupational health and safety, conservation of the ecosystem and associated matters. They get first hand information and knowledge about community relations and agro- management and practices.

The programmes for the Independent Directors in the Registered and Corporate Offices enable them on a continuing basis to understand, familiarize and equip themselves with the Company's business operations, the product and marketing, corporate plans, control processes and systems, the Industry as a whole, Regulatory Compliances as well as giving them opportunity to learn about their Rights and Responsibilities.

The five Independent Directors of the Company visited the Estates, Registered and Corporate Offices during 2014-15 and 2015-16. They collectively spent fifty-three hours in 2014-15, hundred and nineteen hours in 2015-16 and hundred and seven hours in 2016-17 in Familiarization Programmes.