



TATA CHEMICALS LIMITED

Registered Office: Bombay House, Homi Mody Street, Fort, Mumbai – 400 001

CIN: L24239MH1939PLC002893

**DETAILS OF FAMILIARIZATION PROGRAMMES IMPARTED TO INDEPENDENT DIRECTORS
[Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]**

The Company has a familiarization programme for Independent Directors (copy available on the Company's website). The objective of the familiarization programme is to provide training to Independent Directors at the time of their joining and also thereafter on a continual basis so as to enable them to understand the Company - its operations, business, industry and environment in which it functions and the regulatory environment applicable to it.

The Directors from time to time get an opportunity to visit Company's plants, where plant heads apprise them of the operational and sustainability aspects of the plants to enable them to have full understanding on the activities of the Company and initiatives taken on safety, quality, CSR, Sustainability, etc. Business Heads of the Company and CEOs of Indian and overseas operating subsidiaries also present their plans and priorities to the Board. This enables the Directors to get a deeper insight in the operations of the Company and its subsidiaries. Visits to Company's Innovation Centre are arranged to familiarize the Independent Directors in research and development activities of the Company. However, in view of the restrictions due to the outbreak of Coronavirus (COVID-19) pandemic, physical visit to the Company's plants / other locations was deferred.

During the financial year 2020-21, the following familiarization programmes for Independent Directors were conducted -

Sr. No	Subject matter of the Programmes	No. of programmes attended by Independent Directors	No. of hours spent by Independent Directors
1.	Directors strategy workshop along with interaction with business/functional heads including review of strategy of overseas operating subsidiaries	1	5 hours 30 minutes
2.	Formal induction of Independent Director – Mr. Rajiv Dube appointed effective September 18, 2020. The induction programme, inter alia, included introduction to business, Company's strategy, organisation structure, update on subsidiaries, update on functions like Human Resource, Digital, Finance, Legal, etc.	1	3 hours
3.	Presentation on CSR Updates of the Company including its subsidiaries	3	3 hours
4.	Presentation on Global Safety Performance	3	1 hour 30 minutes
5.	Presentation on Sustainability Updates of the Company including its subsidiaries	3	1 hour 30 minutes
6.	Presentation on major Litigations	1	30 minutes
7.	Presentation on Tax updates	1	30 minutes
8.	Presentation on the regulatory updates: CSR Amendment Rules	1	30 minutes
9.	Presentation covering details of share price movement, analysis, benchmarking with peers, interaction with analysts, etc.	2	1 hour



10.	Presentation by TSR Darashaw Consultants Private Limited (RTA) on the activities handled in 'Work-From-Home' atmosphere vis-à-vis data security	1	30 minutes
11.	Presentation on initiatives undertaken by the Company towards the community during Covid-19	1	30 minutes
12.	Presentation on the Cyber Security, IT and Digital Strategy	2	1 hour
13.	Presentation on Fraud Risk Assessment	1	30 minutes
14.	Presentation on Science Based Target Initiatives	1	30 minutes
15.	Presentation on HR Strategy, Succession planning, talent pipeline, etc.	1	1 hour
TOTAL			21 hours

Some of the Independent Directors of the Company are also on the Boards of certain overseas subsidiaries. They provide their inputs and guidance to the leadership teams during the course of the Board and Committee Meetings of these subsidiaries. The Independent Directors on the Board of subsidiaries brief the Board Members on the updates regarding the subsidiaries. The Chairpersons of respective Committees brief the Board every quarter on the matters discussed at the Committee Meetings.

Monthly / periodic newsletters are also made available to the Directors which include matters such as key business highlights, developments in the industry, sustainability initiatives, customer centric initiatives, etc.

Summary of Familiarization programme of Independent Directors:

Total no. of hours spent on familiarization programme in the financial year 2020-21	Approximately 21 hours
Cumulative hours spent on familiarization till date (from 1 st April, 2015)	Approximately 154 hours
