

SHANTNU INVESTMENTS (INDIA) LIMITED

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DIRECTORS INDUCTION AND TRAINING

Introduction

New directors are likely to require some key information and training when they are first appointed. Therefore, new directors will need and will help them to understand their role and responsibilities to fulfill their obligations and comply with the law. The effective operation of any organization relies on its Board, and the effective operation of the Board relies on all its members having a full command of the necessary information and expertise. This policy seeks to ensure that new members of the Board are provided with all the information and training necessary to enable them to contribute appropriately to the operations of the Board from the time of their election.

Objective

The objective of induction is to provide a new director with the information that he or she will need to become as effective as possible in their role within the shortest practicable time.

Effective Date

This Policy is effective from 4th Day of September, 2017.

Background

The provision of an appropriate induction programme for new Directors and ongoing training for existing Directors is a major contributor to the maintenance of high **Corporate Governance Standards** of the Company.

The Independent Directors also request management to provide detailed understanding of any specific project, activity or process of the Company. The management provides such information and training either at the meeting of Board of Directors or otherwise.

Induction

The induction process is designed to:

- a. build an understanding of Shantnu Investments (India) Limited, its businesses and the markets and regulatory environment in which it operates;
- b. provide an appreciation of the role and responsibilities of the Director;
- c. fully equip Directors to perform their role on the Board effectively; and
- d. develop understanding of Company's people and its key stakeholder relationships.

The Authorized Person shall provide to new Directors, both Executive and Non-Executive, with a briefing on their legal and regulatory responsibilities as Directors. This includes briefing about general information on Company's Structure, Key Policies of the Company, Brief profile of the Board of Directors, Role and Responsibility of the Directors and necessary disclosure forms. The Authorized Person provides a briefing on Company's current structure and performance of business.

Training

The Authorized Person keeps the Board briefed on legal and regulatory development relevant to the Company and the Directors. They ensure that the programme to familiarize the Non-Executive Directors with the business is maintained over time and kept relevant to the needs of the individuals involved and the Board as a whole. Based on the yearly performance evaluation of the Board and individual Directors, the Authorized Person shall in consultation with Senior Independent Director agree on the Training and Development needs of the Board as a whole and decide on action plan for each year. They shall be responsible for implementation of such plan and regularly review the same.

Authority to Key Managerial Personnel

Mrs. Pragya Agarwal (Managing Director) and Mr. Mayank Agarwal (Director & Chief Financial Officer) of the Company shall severally have the authority to Directors Induction and Training.