



WE P SOLUTIONS LIMITED

FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

Base Document:

- ***Regulation 25(7) and Regulation 46(2)(i) of Chapter IV of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.***

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Policy approved by the Board of Directors on 6th February 2016.

1. Preface:

Securities and Exchange Board of India (SEBI), has vide its notification dated 2nd September 2015 introduced the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015.

Regulation 25(7) and Regulation 46(2)(i) of Chapter IV of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, requires the Company to familiarize the Independent Directors through various programmes about the Company.

2. 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.

3. Familiarization Process:

The Company shall conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.

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;

The programs/presentations shall also familiarize the Independent Directors with their roles, rights and responsibilities;

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;

A detailed Appointment Letter incorporating the role, duties and responsibilities, remuneration and performance evaluation process, Code of Conduct and obligations on disclosures, is issued for the acceptance of the Independent Directors.

4. Disclosure of the Policy:

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

5. Amendments:

The Board may, subject to applicable laws, amend any provision(s) or substitute any of the provision(s) with the new provision(s) or replace the policy entirely with a new policy as it may deem necessary.

The Board may also establish further rules and procedures, from time to time, to give effect to this policy and to ensure proper governance.