



FAMILIARISATION PROGRAMME FOR NON EXECUTIVE AND INDEPENDENT DIRECTORS OF LIBERTY SHOES LIMITED

The Familiarization Program (“the Program”) for Non Executive & Independent Directors of Liberty Shoes Ltd. (“the Company”) has been adopted by the Board of Directors during the financial year ended March 31, 2015 pursuant to Clause 49 of the Equity Listing Agreement and as amended pursuant to Regulation 25 (7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

1. Purpose

The program formulated with the objective of making the Non Executive & Independent Directors of the Company accustomed to their roles and responsibilities is divided into various modules with emphasis on:

Roles, Rights and Responsibilities - Board dynamics & functions

Strategy, Operations and functions of the Company

The Program has been designed considering the specific needs of contemporary Corporate Governance and the expected obligations of Non Executive & Independent Directors in view of the onerous responsibility conferred by the Companies Act, 2013 and the Listing Agreement as amended from time to time.

2. Familiarization Process

The Board including all Independent Directors have been explained about their roles, rights, responsibilities in the Company through detailed presentations on the changes in backdrop of Companies Act 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Secretarial Standards.

The Board including all Independent Directors are being provided with relevant documents, reports and internal policies to enable them to familiarise with the Company's procedures and practices from time to time.

Periodic presentations are made at the Board and Board Committee Meetings, on business and performance updates of the Company, business strategy and risks involved.

As and when necessary, business/functional heads and senior executives are invited to Board or Committee meetings in order to give the directors a forum for discussion with the Company's key executives and to help them better understand the industry & economic outlook, regulatory updates, developments in emerging mobility space, sales & marketing, global business, strategy, research & development, organisational & talent review, innovation & new avenues, corporate governance and such other areas as may be necessary from time to time.

The process of on boarding a new Director begins with the delivery of a Director's kit that includes information on the Company, Memorandum and Articles of Association, Annual Report, Code of Conduct of the Company, Code for Independent Directors, Role, responsibilities, duties, etc. of a director, familiarisation with relevant provisions of law concerning a director, etc. All new Directors are also given an orientation program that includes a plant tour, sessions on corporate governance, finance, global business, research & development, sales & marketing, etc.

The Executive Directors/ Chairman of the Board periodically briefs all the Directors about the economic/industry outlook, strategy, operations, functions, future plans, expansion projects, etc. of the Company. Updates on relevant statutory changes concerning the Company are informed to the entire Board on regular intervals.

Independent Directors are facilitated to meet without the presence of the Company's management to discuss matters pertaining to the Company's affairs.

The Company organised visits to the plants for the Directors to facilitate them to understand the operations of the Company in detail.

3. Disclosure of the Policy

This policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

4. Review of the Program

The Board will review this program and make revisions as may be required.

Details of Familiarization sessions held pursuant to the Policy are as follows:

Date of program / Hour spent	Area covered
10th November, 2022/ 1 Hour	(a) The insights of the Company's business. (b) New guidelines on Corporate Governance and implementation within the Company

Details of Familiarization Program attended by Independent Directors:

Name of Directors	Financial Year 2022-23		Cumulative Till date	
	No. of Programmes	No. of Hours	No. of Programmes	No. of Hours
Sh. Sanjay Bhatia*	1	1	2	2
Sh. Arvind Bali Kumar**	1	1	4	4
Sh. Aditya Khemka***	1	1	4	4
Sh. Gautam Baid***	1	1	1	1
Smt. Sujata*	1	1	2	2

*Appointed w.e.f. 29th September, 2021

** Appointed w.e.f. 12th November, 2019

*** Appointed w.e.f. 27th September, 2019

****Appointed w.e.f. 01.04.2022