

Familiarisation Programme for Independent Directors

At Glenmark, we strongly believe in continuous learning. Induction, training and development are given utmost importance in the company across all levels.

Besides, the business and financial analysis of the operations of the Company discussed at the Board Meetings, the following steps/programs are undertaken to enable the Independent Directors to understand their responsibilities/roles etc. and have a greater insight of area of the business of the Company:

1. The Independent Directors are invited to attend the Operations Group meetings of the Company which familiarizes them with the Company's Business model, the mission and vision, the strategy of the Company and all business related matters including Finance, Marketing, HR, Plant performance, Technical
2. Changes in the regulatory environment will be informed to them through presentations at the meetings by the Auditors/Corporate Secretarial Department
3. External/Internal agencies to conduct a programme for them once in a year to make them aware of their rights, roles, responsibilities etc.
4. Visits to the plants/R & D centres
5. Facilitate/arrange for the directors to attend seminars, conferences etc., so as to enable them to update themselves, which will help in better functioning as Directors of the company