

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

The Familiarization programme imparted to independent directors of Integrated Personnel Services Limited as per Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Schedule IV to the Companies Act, 2013.

PURPOSE AND OBJECTIVE

To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

FAMILIARIZATION PROGRAMME:

All the Independent Directors present at the meeting are provided an overview of the following:

- Updates on business model, nature of industry, operations and financial performance of the Company
- Review the Performance of Non Independent Directors and the Board as a whole
- Updates on significant developments in the Company
- Policies of the Company on vigil mechanism, related party transactions, risk management etc
- Update on significant amendments in corporate and other laws and its impact on the Company
- Presentation given by all the production and marketing department heads to make the directors familiarize with the following areas:
 - > System procedures and strategies
 - > Operations
 - > Markets
 - > Roles and responsibilities
 - > Short term and Long term Goals and Objectives

DISCLOSURE OF THE PROGRAMME

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.