

POLICY ON TRAINING OF DIRECTORS

At B.L. Kashyap and Sons Limited 'BLK' we strongly believe in continuous learning. Training and Development is given utmost important in the Company across all levels. The Board of Directors at the highest level in the organization structure, too requires training and development, to enable update themselves and provide best services to the company.

The Board of Directors of the Company consists of senior personnel, who are independent directors apart from whole-time directors.

Training to Directors (Functional & Independent Directors) on their joining the BLK 'Board' will be purposeful as the following objectives will be met:

- i) To understand the business of the Company, its issues, its overall performance etc.
- i) To update knowledge on the developments in Corporate Governance in the context of applicable guidelines;
- ii) To gain insights into international best practices in the functioning of Boards and its Committees;
- iii) To understand , appreciate & follow the key duties and liabilities of a Director;

The training to the different categories of Directors will be provided as under :

I) General

- a) On going training on all business related matters including finance, marketing, HR, technical, risk assessment and mitigation and new initiatives proposed by the Company through presentations and written material at the meeting of the Board of Directors and meetings of Committee of Directors.
- b) Updating for changes/ developments taking place in the domestic/global corporate and industrial scenario in our sector.
- c) Providing of information in relation to the industry in which the Company operates & overall on duty performances, its capacities.

II) Specific Training Requirements:

In relation to Whole-time Directors on the Board of the company, the Directors are regularly updated with the training requirements on various issues through attending of seminars, conferences, workshops from time to time as also updation, changes and

modifications provided internally by the company on various departments of the company e.g. HR / Execution / Legal / Accounts etc.

In relation to independent Directors, need based training shall be provided on various matters.

The company will look at the various training requirements of the Directors based on input received as also training available through seminars, conferences etc, to update the directors on various aspects, which will help in better functioning as Directors of the company.

The company may engage specialists in various areas to provide information on various topics of interest. These presentations shall be before or after the Meeting of the Board of Directors.