

AVON LIFESCIENCES FAMILIARISATION PROGRAMME

FAMILIARISATION PROGRAMME FOR THE NON-EXECUTIVE DIRECTORS OF THE COMPANY

Clause 49 of the Listing Agreement requires a company to provide suitable training to its independent directors to familiarize them inter alia with the company, their roles, rights, responsibilities in the company, nature of industry in which the company operates and the business model of the company. The Company has accordingly adopted a Familiarisation Programme for its non-executive directors including independent directors.

STRUCTURE OF THE PROGRAMME

The Familiarisation Programme adopted by the Company comprises two segments –

1. Familiarisation upon induction of new directors

- The newly appointed director shall be provided with a copy of all the applicable codes and policies formulated and adopted by the Company.
- An orientation on the corporate profile, various products and functions shall be provided.
- The newly appointed director shall also be introduced to certain key members of the senior management of the company.
- A detailed briefing on the roles and responsibilities of independent directors shall also be provided to the inductee.

2. Annual Familiarisation Programme

The Company shall on an annual basis brief its Directors inter alia about the Company's business model, shareholder profile, financial details, the Clothing industry, their roles, rights and responsibilities in the Company. The Board shall also be periodically briefed on the various changes in the regulations governing the conduct of independent directors.

DISCLOSURE

The Company shall upload its familiarisation program on its website.

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