

Section 4(b)-(iv)

The Norms set by MCL for the discharge of function by the various departments-

Well defined procedure and guidelines for discharge of various functions are available which are as under-

1) Delegation of powers-

The executives of the Company discharge their functions and responsibilities within the framework of powers delegated to them by the Board of Directors/concerned Directors.

2) Laid down policies and guidelines-

MCL's policies and guidelines govern the functions of the Company. The officers follow these guidelines and also the policies and guidelines govern the functions of the CIL while discharging their function.

3) Manuals-

MCL has procedural manuals covering all important activities like manuals on Account, marketing, personnel, purchase manual etc. The executives while discharging their duties follow the provisions of these manuals as well as the manuals of CIL and thereby maintain uniformity. These manuals make sure that activities are carried out in a systematic and organized manner.

4) Guidelines of the Chief Vigilance Commission-

MCL being a PSU follow the guidelines of Chief Vigilance Commission (CVC) issued from time to time.

5) Guidelines of the Department of Public Enterprises-

MCL being a PSU follows the guidelines of Department of Public Enterprises and directions of Government of India issued from time to time.

6) Compliance of provisions of Statutes, etc.-

While discharging the respective functions, executives are required to comply with the applicable provisions of Indian constitution, statues and rules & regulations applicable to the Company..