

Section 4(b)-(ii)

2 Powers and duties of its Officers and Employees-

For smooth discharge of their functions the Directors, Heads of Departments and Head of wings derive power from the Delegation of Power assigned to them by the Management. for which office orders are issued from time to time.

The duties of the officers and employees of ECL have been spelt out in different documents viz -Terms of Appointment of Directors, Common coal cadre, Job Nomenclature, Delegation of Powers, various statutes etc.

In addition, the officers and employees of the Company are also assigned duties by the Management for which administrative orders are issued from time to time.