



bajaj energy private limited

CERTIFIED TRUE COPY OF THE CIRCULAR RESOLUTION PASSED BY THE BOARD OF DIRECTORS OF BAJAJ ENERGY PRIVATE LIMITED AT ITS MEETING HELD ON MARCH 11, 2014

"RESOLVED THAT in supersession of all earlier resolutions regarding nomination of 'Factory Manager' in terms of the provisions of the Factories Act, 1948, Mr. Nishant Srivastava, presently designated as Assistant General Manager (Unit Head) at the Company's Thermal Power Unit at Utraula, Distt. Balrampur, Uttar Pradesh, be and is hereby nominated with immediate effect as the person fully responsible for the compliance of all the provisions, rules, regulations and other legal requirements relating to the running and managing the said Thermal Power Unit as are applicable to the Occupier under the Factories Act, 1948 (as amended), including exercise of strict vigilance, care, precaution and effective steps against the possibilities of various hazards in respect of the Company's said Thermal Power Unit."

"RESOLVED FURTHER THAT the Factory Manager be and is hereby vested with the following powers and authorities pertaining to the said Thermal Power Unit:-

- a) Power to recruit, dismiss, retrench, lay-off, relieve and to take other disciplinary actions against workers in connection with the day-to-day administrative, Unit and power generation matters, according to the policy and procedure laid down by the Company from time;
- b) Power to maintain the Thermal Power Unit in working order and to comply with various provisions of the Factories Act, Industrial Disputes Act, Industrial Relations Act, Payment of Bonus Act, Payment of Gratuity Act, Minimum Wages Act, Workmen Compensation Act, Fatal Accidents Act, U. P. Employment and Substitute Workers Act, 1978, Employees Provident Funds and Miscellaneous Provisions Act, 1952, Employees State Insurance Act and such other State and Central Legislation with regard to Labour and Factory Administration;
- c) Power to incur necessary expenses for preserving safety of workmen as required under various State and Central Legislations with regard to Labour and Factory Administration;
- d) Power to attend as a representative of the Thermal Power Unit at various meetings of Trade Association, Government and semi-Government Bodies, etc."

"RESOLVED FURTHER THAT the said Factory Manager, be and is hereby authorised to represent the Company before the Government and semi-Government Bodies, Courts, Consumer Forums/Courts, Labour Courts/Tribunals and other Institutions and for this purpose to appoint any advocate, sign vakalatnama, other papers, documents and writings in this regard."

"RESOLVED FURTHER that nomination of Mr. Devendra Nath Satapathy who was earlier designated as Factory Manager of the said Thermal Power unit be and is hereby withdrawn and he ceases to be the Factory Manager from the date of intimation to the concerned authorities."

"RESOLVED FURTHER THAT the Directors of the Company or Company Secretary be and are hereby severally authorised to certify the true copy of the aforementioned resolutions and forward the same to the concerned authorities for their record and necessary action."

\\CERTIFIED TRUE COPY\\
For **BAJAJ ENERGY PRIVATE LIMITED**

CHANDRESH CHHAYA
COMPANY SECRETARY