

# **48<sup>TH</sup> ANNUAL REPORT**

**2009-10**



**MANGANESE ORE (INDIA) LIMITED**

(A Government Undertaking)

MOIL BHAWAN, 1- A, KATOL ROAD ,NAGPUR – 440 013

**Adding Strength to Steel.....**

## DIRECTORS' REPORT TO THE SHAREHOLDERS

Dear Shareholders,

The Directors have pleasure in presenting the 48<sup>th</sup> Annual Report of the company together with audited accounts for the year ended 31<sup>st</sup> March, 2010.

### **FINANCIAL RESULTS**

The financial results of 2009-10 and of the previous year are highlighted below:

	Rs. in Crore	
	2009-10	2008-09
Sales Turnover	965.47	1284.84
Other Income	136.26	123.15
Total Income	1101.73	1407.99
Profit before interest, depreciation and tax (EBIDTA)	732.09	1031.42
Depreciation	25.30	24.67
Profit before tax for the year (PBT)	706.79	1006.76
Less: Provision for Taxation	240.44	342.96
Profit after tax for the year (PAT)	466.35	663.80
Transfer to General Reserve	357.00	508.00

### **KEY Financial Ratios**

	2009-10	2008-09
EBIDTA to Sales Turnover (%)	75.83	80.28
PAT on networth (%)	27.80	50.25
EBIDTA to average capital employed (%)	48.94	96.18
Earning Per share (Face Value Rs. 10/- each)	27.76	39.51
Book Value per share	99.84	78.62

**Note:**

During the year 2009-10, the company has issued bonus shares in the ratio of 1:5 and also the face value of the shares has been changed from Rs. 100/- to Rs. 10/- each. Accordingly, the EPS and Book Value of the shares have been re-worked for the previous year also.

### **SHARE CAPITAL**

During the year under report, your company has issued bonus shares in the ratio of 1:5 and also the face value of the shares has been changed from Rs. 100/- to Rs. 10/- each. Consequent upon these, the number of shares and paid-up equity share capital has been increased from 28 lacs to 16.80 Crores and from Rs. 28.00 Crores to Rs. 168.00 Crores respectively. The Authorised Share capital of the Company has also been changed during the year from Rs. 100 Crores to Rs. 250 Crores divided into 25 Crores equity shares of Rs. 10/- each.

## **DIVIDEND**

Your Company has been consistently complying with the guidelines of Department of Public Enterprises with regard to payment of dividend. During the year, an interim dividend of Rs. 36.96 Crores (Previous year Rs. 56.00 Crores) has been paid. The Board of Directors of your company has further recommended, subject to shareholders approval, payment of final dividend of Rs. 57.12 Crores (Previous year Rs. 77.00 Crores). The total dividend for the year 2009-10 works out to 56% on enhanced capital base. If the same is converted to pre bonus, same will work out to 336% (Previous Year 475%)

## **FINANCIAL PERFORMANCE**

Indian steel sector witnessed a roller coaster ride in the year 2009-10, despite that your company has recorded turnover of Rs.965.47 Crores during the financial year 2009-10 as compared to Rs. 1284.84 Crores of previous year. Due to fall in price of manganese ore, there has been pressure in margin of the profit also. During the year under review, the company has implemented new pay scales of its executives and also given effect the wage revision of staffs and workers, which also has impact on the profit margin of the Company in current year as well as in coming years. In spite of that, the Company has earned a Profit after Tax (PAT) of Rs. 466.35 Crores as compared to Rs. 663.80 Crores in the previous year. Your Company continued its prudent cash planning during the year also, and deployed the surplus funds in fixed deposits as per the Government guidelines and earned an interest income of Rs. 121.68 Crores as compared to Rs. 103.87 Crores during the previous year.

## **SALES**

Your Directors feel proud to register sale of a quantity of 11.75 lakh tonnes of manganese ore during the current year as against the target of 9.60 lakh tonnes resulting in an achievement of about 122%. The overall economy of the world was under pressure particularly till the first half of the year 2009-10. The market, however, has started showing some strength from later part of the year and the demand for steel, which fell drastically in the previous year, has started picking up resulting in increase in demand of the manganese ore as well. The prices of manganese, at the beginning of the current year 2009-10 were almost down by 60% vis-à-vis the price prevailing during the corresponding period last year. The prices, however, has started improving. Considering all such ups and downs, the performance of the company during the year 2009-10, has been quite remarkable. The Company, mainly due to its prudent marketing policy, has been able to achieve excellent sales turn over, even during the recessionary period. The sale of Electrolytic Manganese Dioxide (EMD) was 857 tonnes as against the target of 1000 tonnes achieving about 86% of the target. The sale of Ferro Manganese at 7479 tonnes has registered achievement of about 75% of the targeted production of 10000. However, in the first month of year 2010-11 itself, the company has booked order for 3450 tonnes of Ferro Manganese at better price than the previous year. In terms of value, the sales turnover during the year 2009-10 was Rs.965.47 Crores (including EMD, Ferro Manganese and W.T.G. Units turnover of Rs.5.80 Crores, Rs.40.27 Crores and 9.31 Crores respectively) as against the target of Rs.632.59 Crores (including EMD, Ferro Manganese and W.T.G. Units over target of Rs.5.63 Crores, Rs.48.83 Crores and Rs. 11.73 Crores respectively).

## **PRODUCTION AND PRODUCTIVITY**

Your Company took the recession as an opportunity to streamline and re-orient its production activities in line with market condition and future requirement. It has successfully crossed the targeted production of 10.75 lakh tonnes of various grades of manganese ore and registered production of 10.93 lakh tonnes (Previous Year 11.75 lakh tonnes) in the current year, in spite of slow down in economy continuing particularly during the first half of the year. The production of Electrolytic Manganese Dioxide (EMD) was 1150 tonnes (previous year 1240 tonnes) as against the target of 1300 tonnes resulting in an achievement of about 88%. The shortfall in production of EMD was mainly due to shut down of the EMD Plant for two months during the year for annual maintenance. The production of Ferro Manganese was 9555 tonnes (previous year 10120 tonnes) as against a target of 8760 tonnes reflecting an achievement of about 109%. The Company has achieved productivity (Output Per Manshift) of 0.728 tonnes (previous year 0.766 tonnes) as against target of 0.500 tonnes.

The Company has a closing stock of 0.67 lakh tonnes of manganese ore valued at Rs.20.36 Crores as on 31.3.2010 as compared to 1.77 lakh tonnes of manganese valued at Rs.39.95 Crores as on 31.3.2009. The closing stock of EMD was 726.72 tonnes (including work in process of 30.72 tonnes) valued at Rs.4.52 Crores as on 31.3.2010 as compared to 414.60 tonnes (including work in process of 11.60 tonnes) valued at Rs.2.21 Crores as on 31.3.2009. The closing stock of ferro manganese was 4444 tonnes valued at Rs.16.32 Crores as on 31.3.2010 as against 2368 tonnes valued at Rs.9.50 Crores as on 31.3.2009. The stock of EMD and Ferro Manganese has mounted mainly because of prevailing market condition resulting in lower off-take. The Directors would like to mention that in the month of April of 2010-11, the company has booked order for 3450 tonnes of Ferro Manganese.

## CAPITAL / VALUE ADDITION PROJECTS

### 1. Mining Projects:

#### (i) Sinking of Vertical Shaft at Gumgaon Mine:

The ore body of Gumgaon is containing high grade manganese ore with vast reserves. In order to exploit this ore safely and systematically, a vertical shaft is being sunk at this mine at an estimated cost of Rs.16.71 Crores including ore handling system. The project will improve the production level as well as productivity and safety. A sinking of 157 mtrs. has been achieved against the total sinking of 190 mtrs. The work of sinking and allied works such as installation of head gear, lining, equipping, etc. are progressing satisfactorily. The project is expected to be completed by April-2011.

#### (ii) Deepening of vertical shaft at Balaghat mine.

In order to sustain the existing level of production and also to augment the same in the coming year to meet the increased demand, the company has taken up the work of deepening of vertical shaft at Balaghat Mine beyond 10<sup>th</sup> level upto 15<sup>th</sup> level. The total work comprises of 157 mtrs. of sinking, lining and equipping etc. The total cost of the project is Rs.6.51 Crores and the expected date of completion is October 2010. So far 129 mtrs. of sinking has been completed and the work is progressing as per schedule.

#### (iii) Deepening of vertical shaft at Beldongri mine.

Consequent to exhaustion of reserves at the existing levels, the company has taken up deepening of vertical shaft at Beldongri mine to deeper horizons in order to sustain the production as well as increase the same in the coming years. The work was comprised of deepening of the shaft by 45 mtrs. The deepening of shaft and equipping have been completed in scheduled time during the year. The Shaft has also been commissioned. The total cost of the project is Rs.2.97 Crores.

#### (iv) Deepening of vertical shaft at Munsar mine.

In order to improve the existing level of production and also to augment the same in the coming years to meet the increased demand, the company is contemplating to take up sinking of new vertical shafts at Munsar and Ukwa mines. In respect of Munsar, tendering process has been completed and issue of work order is in pipeline. For Ukwa shaft tender has been floated and Part-I has been opened.

### 2. Strategic Investments

- A. **MOIL & SAIL:** Your Company has entered into Joint Venture (50:50) with SAIL for setting up Ferro Alloys Plant of 1.06 lacs TPA capacity, comprising of 31,000 tonnes of Ferro Manganese and 75,000 tonnes of Silico Manganese, at Nandini, Near Bhilai in Chhattisgarh. All preliminary steps for implementing the project have been taken and tenders were released for procuring major equipments. This project is scheduled to be completed within time schedule of 24 months.
- B. **MOIL & RINL:** Similarly, Your Company has also entered into Joint Venture (50:50) with Rashtriya Ispat Nigam Limited (RINL) for setting up Ferro Alloys Plant of 57,500 TPA capacity, comprising of 20,000 tonnes of Ferro Manganese and 37,500 tonnes of Silico Manganese at Bobbili, Vizag District of Andhra Pradesh. All preliminary steps for implementing the project have been taken and tenders were released for procuring major equipments. This project is scheduled to be completed within time schedule of 24 months.

## RESEARCH & DEVELOPMENT

Your company has taken following initiatives under R&D:

- Adopted modified roof support system for improvements in safety standards in underground mines.
- Adopted higher level interval (from existing 30 mtrs. to 45 mtrs.) for faster rate of mining
- Modern techniques of exploration – geo physical exploration by gravity magnetic method have been used.

- Analytical works through introduction of XRF spectrophotometer for accurate and speedy analysis of ore were done. Two such machines are now located at Dongri Buzurg and Balaghat mines. Due to accurate and faster analysis, the company was able to maintain quality assurance which in turn has improved the level of customer satisfaction.
- Exploration for new deposits by exploratory drilling was done. Moreover, to further extend the exploration from underground, new machines have been procured to explore the new deposits at deeper horizons.
- High resolution scanner & printer have been provided in survey section to maintain accuracy in survey.

## CONSERVATION OF ENERGY

Your Company has made a policy to allocate fund in capital for R&D and energy conservation to improve the overall energy efficiency as well as induct new technology to stop wastage of energy, wherever possible.

MOIL has been adopting various measures for energy conservation which includes conventional measures by improving the efficiency of existing equipment as well as introducing new Technology in line with the national policy of energy conservation.

The size of pumps as well as pumping levels is designed to optimise power consumed by water pumps in underground mines. On the technological front pumps and compressor used for pro-long hours are being provided with variable frequency drive and communication is being improved, so that the equipment can be stopped immediately after its use is over.

In order to promote non-conventional energy resources, MOIL has commissioned 20 MW Wind Farm at Ratedi Hills, Dist. Dewas in M.P.

The Company has secured National Energy Conservation Award 1<sup>st</sup> Prize for the Mining Sector continuously for three years for Balaghat Mine and Chikla Mine for the year 2006, 2007 respectively and second prize for Kandri Mine during the year 2008. The Company has been also awarded special prize by MEDA (Maharashtra Energy Development Corporation) for the year 2007. The Company has received National Energy Conservation Award - 2<sup>nd</sup> Prize in Mining Sector for Kandri Mine for the year 2009.

Electricity consumption during 2009-10 as compared to 2008-09 was as under:-

Consumption per tonne ( in kWh)	2009-10	2008-09
Manganese Ore	17.64	15.90
EMD	2387	2300
Ferro Manganese	2988	3016

## SAFETY AND OCCUPATIONAL HEALTH

Your Company lays special emphasis to ensure safety in the mines and also taking continuous efforts to reduce the accidents by constantly improving the standards of safety equipments through introduction of latest mining techniques and mechanization of mining operations. The following steps have been taken to improve the safety standards at the mines:

- ❖ Training and re-training of workers to inculcate safety consciousness.
- ❖ Regular meetings of Safety Committees in which accident analysis are made meticulously with a view to reduce the injury rate.
- ❖ A close inter-action with employees at all levels to prevent accidents to the maximum extent possible.

Your company is committed for creating, improving and assessing the occupational health and safety awareness with view to create safe and comfortable environment together with maintenance of high safety standards. MOIL has been awarded OHSAS 18001:2007 Certificate, for implementation of Occupational Health & Safety Management System for its underground mine at Balaghat and opencast mine at Dongri Buzurg.

Your Company has participated in Zonal Safety Week Competitions and bagged more than 60 prizes. The Company has been selected for National Safety Awards and won the following prizes:

- Winner's Trophy for Longest Accident Free Period by Dongri Buzurg Mine
- Runners-up Trophy for Lowest Injury Frequency Rate Beldongri Mine.

The Company has been getting National Safety Award continuously for the last many years for its excellent safety record.

## **MINES RESCUE**

Your company has set up one Rescue Station at Balaghat Mine with a team of 32 young and dynamic rescue trained persons posted at different mine. Like every year, this year also company has participated in All India Mines Rescue Competition (Coal & Metal) 2009 and won the following prizes:

- Overall Winner (Metal)
- Winner Recovery Drill (Metal)

## **ENVIRONMENTAL PROTECTION**

The Company is conscious of its responsibility towards environmental protection in and around its leasehold areas. About 50000 samplings were planted during 2009-10 at different mines of the Company. The cumulative plantation till date is about 16.61 lakhs saplings. A drive has been initiated for plantation of Jatropha saplings in arid / dry areas and waste dumps whose seeds will be utilized for production of bio-fuel on trial basis.

## **VIGILANCE**

As per the order of Central Government, a full time Chief Vigilance Officer (from Indian Police Service) has been appointed as Chief Vigilance officer of the company. Uptill now, there has been no full fledged Vigilance department in the Company and one of its senior officers was holding additional charge of CVO. The activity of establishing full-fledged multidisciplinary department as per the DPE guidelines is in progress. Once the full-fledged department starts working, all the mandatory duties of the vigilance department viz. preventive and punitive as well as investigative would be taken up more effectively..

The functioning of the Vigilance Department includes both Preventive as well as punitive, for all the establishments / mines / plants/ ventures of the company including corporate office at Nagpur.

Various activities of the Vigilance Department during the year under review are as under

- obtained a certificate of compliance from International Certification Services Pvt. Ltd., Mumbai which certifies that Quality Management System of various functions of Vigilance Department conform to ISO 9001:2008 standards. This certificate is valid for a period of three years.
- issued various Circulars from time to time to streamline the procedures and bring transparency in works at different level of operations.

The tender enquiries in respect of all the open tenders have been uploaded to company's website to bring maximum transparency. The finalized tenders, above the threshold limit of Rs. 30 lacs, are also uploaded on the website in the prescribed format provided by the Ministry. The threshold value of Integrity Pact has been changed from Rs. 15 Crores to Rs. 10 Crores, in order to cover more contracts / works under the purview of the pact.

Extensive use of website as a tool for communication with the stakeholders and also for curbing corruption and bringing transparency in maximum possible areas of working, has been implemented by MOIL.

Accordingly, following initiatives have been taken by the Company.

**E-sales** has been implemented for Ferro Manganese, Fe. Mn slag. The oxide and dioxide grade of ore from Dongri Buzurg mine have also been included in e-auction. During the year 2009-10, total 13 events of e-sale have been conducted.

**E-procurement:** MOIL has fixed threshold limit of Rs. 1 Crores and above for the purpose of e-procurement. Accordingly, MOIL has identified and earmarked HSD, Lubricants, Explosives (Reverse auction), Coke & Coal for e-procurement which constitutes almost 76% of total annual purchases.

**E-Payments:** Company's units / mines are located at remote places and nearby banks are not equipped with e-banking facility, hence all the payments are not made through e-payments, however inter unit transfer of funds are made through RTGS. The payments to the suppliers having Bank A/c with the RTGS membership are made through RTGS. The Company, wherever possible, making payments of contractor's bill through e-payment from Nagpur.

During the year under report, no instance involving disciplinary action has been identified

## **IMPLEMENTATION OF RTI**

With the advent of the Right to Information Act 2005 in our Country, your Company has taken the major initiatives for implementation of RTI Act, 2005 in the letter and spirit.

MOIL has appointed CPIOs at the Corporate Office and PIOs/APIOs have also been appointed in all its Mining Units. Director (P&P) has been appointed/designated as Appellate Authority under the Act. The names of all the PIOs/APIOs and the Appellate Authority has been also hoisted in Company's website [www.moil.nic.in](http://www.moil.nic.in).

The information in respect of company, its employees etc. has been prepared under 17 heads as prescribed in Section 4(1)(b) of the RTI Act, and the same been hoisted in Company's portal. MOIL has been submitting necessary information and returns to the prescribed authorities and updating the same regularly.

A lot of awareness has been generated in order to make Company's employees aware about the intention and true spirit of this Act. The various provisions of the Act has been highlighted by issue of the circulars and asked them to keep transparency in day-to-day work and maintain all the records in a proper/systematic manner. Further, the Company has also hoisted/updated in Company's website as much information *suo-moto* at regular intervals for the public, so that public has minimum resort to use the various provisions under the RTI Act to obtain information.

For the awareness of employees at large, seminars have been organised to make them understand the importance of RTI Act in the present scenario and highlighted the provisions of the Act.

During the year under report, the company has received 45 applications under RTI and all have been disposed off during the period.

## **TRAINING PROGRAMMES**

During the year 2009-10, total 378 training programmes were conducted as against 370 programmes in the year 2008-09. It includes 285 Vocational training programmes which were conducted for workers at Vocational training centre at the Mines. Almost all Executives, 1500 Non-Executives and 4110 Workers along with 2197 Vocational/Trade Trainees PDPT were imparted training during the year. Thus, in the year under review total 1,11,536 Mandays of training were completed on the various topics through, in Company training programme, outside programmes, Munsar Technical programmes, V.T.C. Training programme and apprentice training programme.

## **LABOUR WELFARE SCHEMES, RECREATION & MEDICAL FACILITIES**

Your Company has implemented various Welfare Schemes for its employees such as:

- Majority of the employees have been provided with free living accommodation at the mines. Taking into consideration the improved living standards and aspiration of employees, your Company had constructed new and modern living quarters at various mines and the same were allotted to the employees.
- The Company is also providing adequate drinking water to the employees residing in the colonies at the mines by conventional wells, bore wells, pipelines supply etc., and periodical chlorination of wells and tanks are being made.
- The colonies and the streets are well illuminated and the employees have been provided electricity at their residences on concessional rates.
- The Company has set up hospitals at the mines maintained by qualified doctors supported by duly trained para-medical staff. The arrangement of OPD as well as indoor ward separately for male and female are provided. Ambulances are provided to all the hospitals for attending to emergencies. The patients are also being referred for medical treatments to specialized hospitals as per the requirement.
- The Company has assisted in running primary schools at some of the mines where free education is imparted to the employee's children. School buses are also provided at all the mines enabling the children of employees to attend to nearby high schools and colleges.
- The Company has a scheme for reimbursement of tuition fees. The Company has also introduced scholarship scheme for meritorious wards of employees. Reimbursement of tuition fees to the children of the workers are provided for taking education in engineering etc.
- The Company has provided infrastructure at all the mines for sports and recreational activities by providing musical instruments, TV & other material for organizing cultural and sports events. Providing financial assistance to organize sports activities in the mines area to encourage youth to participate in the activities.

### **WELFARE MEASURES TAKEN FOR SC/ST**

MOIL is a labour intensive organization with 6734 employees on its rolls as on 31.03.2010. About 72.73% of the total strength belongs to SC/ST/OBC out of which 44% belongs to SC/ST. The Company is also taking keen interest in development of the down trodden people living in the vicinity of the mines situated in remote areas as detailed below :

- Adopted villages near the mines and provided drinking water facilities, road maintenance, periodical medical check ups and treatment to the people living in these villages.
- Providing financial aid, stationery, books etc. to the school adjacent to the mining areas.
- Providing sewing machines to women for their development and self-employment.
- Organising training classes for self employment scheme.
- Provided tri-cycles to the physically challenged persons to be independent.
- Other welfare measures for the development and upliftment of tribal women such as conducting sewing classes, adult literacy classes, AIDS Awareness programmes, propagating such other programmes by display of posters, notices and banners, leprosy awareness programme etc.
- Providing training to the physically challenged persons under Apprenticeship Act.

### **PAY REVISION**

In accordance with the Department of Public Enterprises' (DPE) Office Memorandum No. (70)/08-DPE (WC) dt. 26/11/2008 and 02/04/2009, your company, during the year under review, has implemented new pay revision of its executives due from 01/01/2007. The Company has also implemented New Wage Settlement, as per Memorandum of Understanding (MOU) signed between Management and recognized Union namely MOIL Kamgar Sanghathan.



## PERSONNEL

The manpower as on 31.3.2010 of your Company is given below:

Category	Executives	Non-Executives	PR Workers	Total
Male	303	2312	3313	5928
Female	13	158	635	806
<b>Total</b>	<b>316</b>	<b>2470</b>	<b>3948</b>	<b>6734</b>

The category-wise details of employees strength as on 31.3.2010 are as under:

Group	Scheduled Caste	Scheduled Tribe	O.B.C.	Others	Total
A	35	8	43	149	235
B	25	4	42	99	170
C	350	233	394	608	1585
D	857	1394	1457	980	4688
Sweeper	56	-	-	-	56
<b>Total</b>	<b>1323</b>	<b>1639</b>	<b>1936</b>	<b>1836</b>	<b>6734</b>
% to total	18.97	24.54	28.99	27.49	100

The Company also ensures compliance with requirement of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, to the extent possible and applicable.

### GRIEVANCE REDRESSAL MECHANISM

- Employees Grievances – MOIL has its own grievance redressal procedure for Executives as well as non-executive employees. The grievances of employees are accordingly dealt with as per the rule.
- The redressal of grievance machinery in MOIL consists of one Grievance Officer nominated for the purpose at each unit. The Grievance Officer nominated at Head Office co-ordinates with the Grievance Officers at the units for their effective performance.
- Public Grievance – All Grievance officials have been apprised of the manner in which the Public Grievance received are to be disposed. The system adopted for dealing the grievance of Public was constituted on the basis of instructions received from various authorities in the past.
- Public Grievance Redressal Mechanism (PGRM) is periodically monitored by the Company.
- Similarly, PGRM of units / mines are monitored at Head Office on the basis of assessment of data received from respective Grievance Officer through the monthly report as well as through inspection by Head Office authorities.

### CORPORATE SOCIAL RESPONSIBILITY

As a good corporate citizen, the Company continued its efforts and carried several welfare programmes under CSR. The Company has undertaken following major activities under CSR:

- A sum of Rs 40 lakhs has been released towards setting of Biological Park at Nagpur.
- Donated 2 Nos. ambulances – 1 No. to Indian Medical Association, Chandrapur and 1 No. to Government Health Unit, Saoner, Nagpur district. Both the ambulances are for the use of rural areas where there is no ambulance facilities earlier.
- Sponsored 500 Nos. free cataract surgeries and free eye examination of 1000 children including providing of spectacles wherever necessary.
- Contributed Rs.10 lakhs to National Foundation for Communal Harmony (an autonomous body under Ministry of Home Affairs, Govt. of India).

- Constructed a state of art audiometric room for deaf and dumb children in the Deaf and Dumb Residential School, Saoner, Nagpur District.
- Provided financial assistance for construction of class rooms in Saraswati Vidyalaya, Nagpur.
- Provided financial assistance for construction of rooms for outlet of organic and natural resources products for SHGs through Nisarg Vindyan Mandal.
- Provided financial assistance for construction of toilets and educational aids such as computers, printers, etc., to the inmates of Deaf and Dumb Institute, Nagpur.
- In addition, the Company has carried out a number of schemes under CSR such as construction of roads, cremation sheds, renovation of schools, construction of additional class rooms, drains, water supply facilities, etc., in the villages adopted by the Company and also at other villages surrounding the mines of the Company.

## PROGRESSIVE USE OF HINDI

During the year, your Company continued its efforts in propagating and implementing the provisions of Official Language Act, 1963. The Company is publishing in-house Hindi journal "SANKALP" in order to create interest about Hindi among the employees and to encourage them to participate in various competitions like essay competition, noting, drafting, poetry and writing articles for propagating Hindi.

Around 97% of the work is being done in Hindi at Mines. The Unicode System has been implanted in computers of the Company. The Company has provided Hindi Language software in various computers and imparting training to its employees, so that they can use the Hindi more and more in their workings.

From last two years, MOIL has been awarded with "Ispat Rajbhasha Trophy" for excellent works done in Hindi. Under the "Hindi Education Scheme" of the Ministry of Home, employees are being re-trained. Under this scheme 85 employees have already been given training for *Pragya* (Higher Level) and such training program for another 40 staff /officers of the company is also going on.

"Nagar Rajbhasha Karvanvyan Sammittee" Nagpur has also given consolation prize to MOIL for excellent works done in Hindi and MOIL's in-house Hindi journal "SANKALP" has also been awarded. Rajbhasha Sansthan, New Delhi has also awarded company's in-house Hindi journal "SANKALP"

## AWARDS AND ACCOLADES

Your Company is one of the public sector enterprises in the country known for its continuous excellent performance. The Company has been getting national /regional recognition for its good work in almost all the fields of activities. It is one of the few PSEs in the country which has been signing Memorandum of Understanding with the Government and getting **Excellent** rating continuously for the last several years. The followings are the some of recognition the company has received:

- **National Safety Awards** given away by Hon'ble Vice President of India:

Mines	Category
Dongri Buzurg Mine	Longest Accident Free Period for the year 2007
Beldongri Mine	Lowest Injury Frequency Rate for the year 2007

- **MOU Excellence Award for the year 2007** given away by Hon'ble Prime Minister of India
- **National Energy Conservation Award - 2<sup>nd</sup>** Prize in Mining Sector for Kandri Mine for the year 2009.
- **National Quality Circle Award 2009** – In NCQC-2009, team Pancharatna QC from Dongri Buzurg Mine bagged Par Excellent Award and Parakh QC from Tirodi Mine bagged Excellent Award.