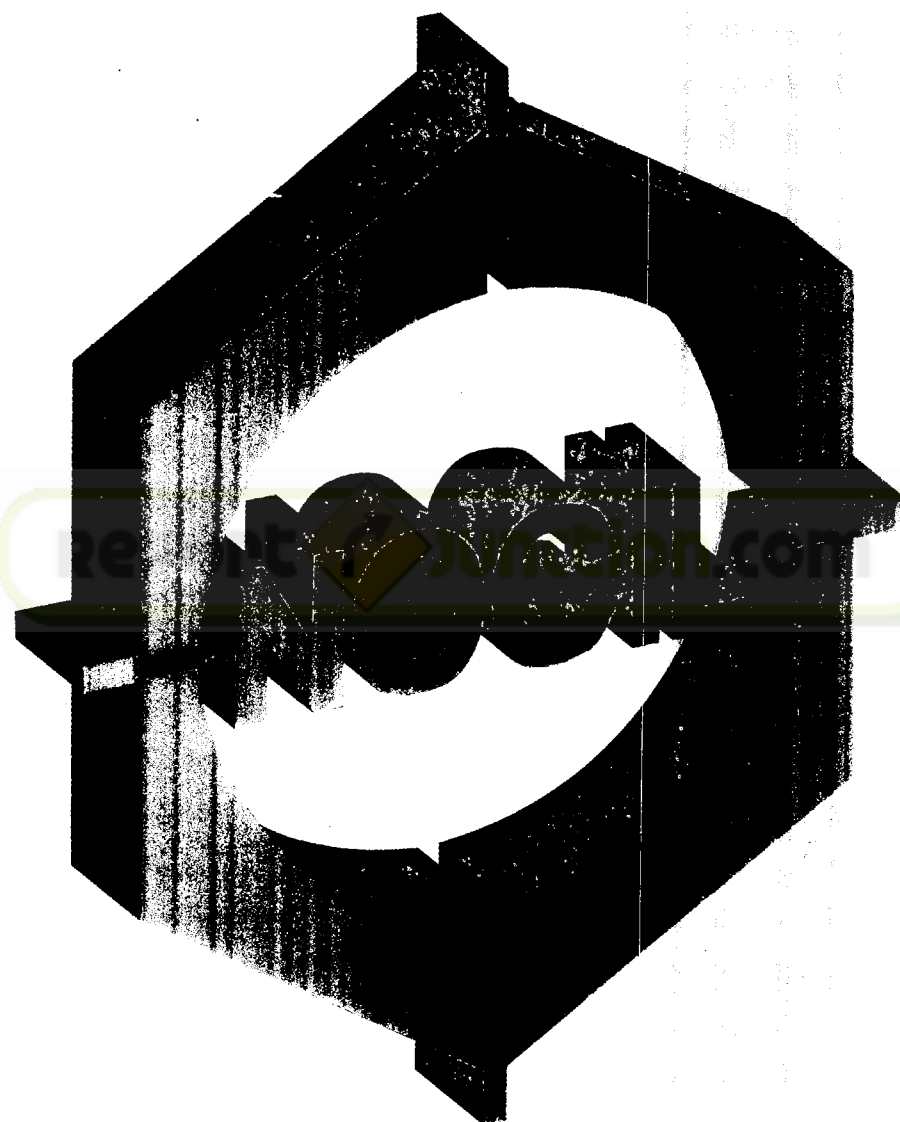


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| CS | <input checked="" type="checkbox"/> | | DPY | <input checked="" type="checkbox"/> |
| RO | <input checked="" type="checkbox"/> | | DIV | <input checked="" type="checkbox"/> |
| TRA | <input checked="" type="checkbox"/> | | AC | <input checked="" type="checkbox"/> |
| AGM | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | SHI | <input checked="" type="checkbox"/> |
| YE | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> |



NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

36th Annual Report 1996-97





NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

Registered Office :

Mafatlal Centre, Nariman Point, Mumbai 400 021

NOTICE

THE THIRTY-SIXTH ANNUAL GENERAL MEETING of the members of National Organic Chemical Industries Limited will be held on Thursday, 11th September, 1997 at 4.00 p.m. at the Patkar Hall of the S.N.D.T. Women's University, 1 Nathibai Damodar Thackersey Road, Mumbai 400 020 to transact the following business :

1. To receive, consider and adopt the audited Profit and Loss Account of the company for the year ended 31st March, 1997 and the Balance Sheet as at that date and the Reports of the Auditors and Directors thereon.
2. To declare a dividend.
3. To appoint a Director in place of Mr. N. A. Palkhivala, who retires by rotation under Article 145 of the Articles of Association of the company and, being eligible, offers himself for reappointment.
4. To appoint a Director in place of Mr. V. G. Rajadhyaksha, who retires by rotation under Article 145 of the Articles of Association of the company and, being eligible, offers himself for reappointment.
5. To appoint a Director in place of Mr. V. R. Gupte, who retires by rotation under Article 145 of the Articles of Association of the company and, being eligible, offers himself for reappointment.

6. To consider and, if thought fit, to pass, with or without modification, the following resolution as a **Special Resolution** :

"RESOLVED THAT pursuant to Sections 224, 224A and other applicable provisions, if any, of the Companies Act, 1956, Messrs C. C. Chokshi & Co., Chartered Accountants, Mumbai, be and are hereby appointed Auditors of the company from the conclusion of this meeting until the conclusion of the next Annual General Meeting and that their remuneration be and is hereby fixed at Rs.11,00,000/- apart from out-of-pocket expenses incurred by them for the purposes of audit."

7. To consider and, if thought fit, to pass, with or without modification, the following resolution as an **Ordinary Resolution** :

"A. RESOLVED THAT the consent of the company be and is hereby accorded in terms of Section 293 (1) (a) and other applicable provisions, if any, of the Companies Act, 1956 :

- I. to the Board of Directors mortgaging and/or charging :

by way of extension of the first mortgage and charge of all the immovable properties, both present and future, in respect of its Petrochemicals and Polymer Divisions located at Plot Nos. 5 and 6, Thane Belapur Road, Thane, Maharashtra (save and except book debts)

- (i) including movable machinery, machinery spares, tools and accessories, present and future, excluding charges created and to be created in favour of the company's Bankers on the company's stocks of raw materials, semi-finished and finished goods, consumable stores and such other movables as may be agreed to by The Industrial Credit and Investment Corporation of India Limited (ICICI) for securing the borrowings for working capital requirements in the ordinary course of business; and
- (ii) excluding the specific items of machinery and other assets as permitted by ICICI as under :
 - (a) Naphtha pipeline running from Bharat Petroleum refineries at Trombay to the storage tank at the company's Plant at Plot No. 5, Thane;
 - (b) Ethylene pipeline from IPCL, MGCC's Nagothane plant to the company's Plant at Plot No. 6, Thane;
 - (c) Specific plant & machinery, equipment and accessories of the Polymer Division hypothecated to IDBI for term loan;
 - (d) Residential flats owned by the company;
 - (e) Investment in shares of other companies

in favour of ICICI to secure a Rupee term loan not exceeding Rs.60 crores (Rupees sixty crores only) lent and advanced/agreed to be lent and advanced by ICICI to the company, at the agreed rates of interest, compound interest, additional interest, liquidated damages, commitment charges, premia on pre-payment, costs, charges, expenses, and other moneys payable by the company to ICICI in terms of the Loan Agreement/ Heads of Agreement/Hypothecation Agreement/Letter of Sanction entered into/ to be entered into by the company in respect of the said term loan; and

II. to the Board of Directors of the company agreeing with ICICI in terms of its Loan Agreement/Heads of Agreement/Hypothecation Agreement/Letters of Sanction/Memorandum of terms and conditions to reserve a right to take over the management of the business and undertaking of the company in certain events.

- B. RESOLVED FURTHER THAT the mortgage and charge referred to above shall rank pari passu with the mortgage and charge already created by the company in favour of the various Financial Institutions as and by way of security for the due repayment of the Rupee term loans, foreign currency loans earlier granted by them to the company and in respect of the debentures issued by the company from time to time to the extent of the amount remaining outstanding as on the date of creating such further and additional charge.
- C. RESOLVED FURTHER THAT the Board of Directors of the company be and is hereby authorised to vary or substitute the assets to be charged and to create a charge on such additional assets of the company as may be required to meet the shortfall in security to be furnished to the ICICI.
- D. RESOLVED FURTHER THAT Dr. N. M. Dhulhoya, Vice-Chairman & Managing Director and Mr. V. R. Gupte, Executive Director - Finance of the company be and are hereby jointly and severally authorised to finalise with ICICI, the documents for creating appropriate mortgage and/or charge and for reserving the aforesaid rights and to do all such acts and things as may be necessary for giving effect to the above mentioned resolution."

By Order of the Board
For NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

 U. M. Karnik
SECRETARY

REGISTERED OFFICE :

Mafatlal Centre
Nariman Point
Mumbai 400 021

Dated : 20th June, 1997

NOTES

1. A MEMBER ENTITLED TO ATTEND AND TO VOTE IS ENTITLED TO APPOINT A PROXY TO ATTEND AND TO VOTE INSTEAD OF HIMSELF AND A PROXY NEED NOT BE A MEMBER.
2. The relevant Explanatory Statement pursuant to Section 173 of the Companies Act, 1956 is annexed hereto.

ANNEXURE TO THE NOTICE

Explanatory Statement (as required under Section 173 of the Companies Act, 1956)

The following Explanatory Statement sets out all material facts relating to Item Nos. 6 and 7 mentioned in the accompanying Notice dated 20th June, 1997.

Item No. 6

The combined shareholding of public financial institutions, nationalised banks and insurance companies in the company exceeds twenty-five per cent of the paid-up equity share capital of the company. It is, therefore, necessary to pass the resolution for appointment of Auditors of the company as a Special Resolution in accordance with the provisions of Section 224A of the Companies Act, 1956.

None of the Directors of the company is concerned or interested in the said resolution.

Item No. 7

The company intends to avail of a term loan of up to Rs.60 crores from The Industrial Credit and Investment Corporation of India Limited (ICICI) to provide for ongoing capital expenditure for its factory at Thane Belapur Road.

Section 293 (1) (a) of the Companies Act, 1956 provides, inter alia, that the Board of Directors of a public company shall not, without the consent of the company in General Meeting, sell, lease or otherwise dispose of the whole or substantially the whole, of the undertaking of the company, or where the company owns more than one undertaking of whole, or substantially the whole, of any such undertaking.

Since the mortgaging by the company of its immovable and movable properties in favour of ICICI with a right to take over the management of the business and undertaking of the company in certain events may be regarded as disposal of the company's properties/undertakings, it is considered necessary to obtain the consent of the members, by way of abundant caution.

The consent of the members is also requested for authorising the Board of Directors to vary and substitute the aforesaid assets and to create a charge on other assets of the company as may be required to meet the shortfall, if any, in the security to be furnished to ICICI.

None of the Directors of the company except Mr. K. A. Chaukar, who is a Nominee Director of ICICI, is concerned or interested in the said resolution.

By Order of the Board
For NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

U. M. Karnik
SECRETARY

REGISTERED OFFICE :

Mafatlal Centre
Nariman Point
Mumbai 400 021

Dated : 20th June, 1997



NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

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PARTICULARS OF EMPLOYEES FORMING PART OF THE DIRECTORS' REPORT – 1996-97

PARTICULARS OF EMPLOYEES FORMING PART OF THE DIRECTORS' REPORT — 1996-97

| Name of the Employee | Designation/ Nature of Duties | Remu- neration | Qualification & (Experience) | Date of commence- ment of employ- ment | Age Years | Particulars of previous employment |
|---------------------------|---|-------------------|---|--|--------------|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 Abraham K. M. | Operator Chargehand | 329,164 | S.S.C. (Pre-University Exam.) (33) | 03-04-67 | 54 | Operator, Bhabha Atomic Research Centre |
| 2 Adarkar R.V. | Vice President Industrial Chemicals Marketing | 968,268 | B.Tech. (Hons) M.S.(Chem.E.), (25) | 01-08-79 | 49 | Production Manager, Grindwell Norton Ltd. |
| 3 Adwadkar R. D.* | Operator Chargehand | 222,666 | I.Sc. (35) | 02-08-68 | 58 | Operator, Union Carbide India Ltd. |
| 4 Agarwal N. | Sr.Manager-Tech.Services Rubber Chemicals Division | 457,571 | B.E. (Chem.), A.M.I.E. (Chem.) D.M.S. (25) | 01-04-93 | 45 | Manager-Tech. Services Polyolefins Industries Ltd. |
| 5 Agrawal D. | Manager-Engg.Process-NMP Polymer Division | 323,010 | B.Chem. (Engg), D.M.S. Dip.in Indl.Safety (16) | 01-04-93 | 40 | Project Executive Polyolefins Industries Ltd. |
| 6 Ajith Kumar.G. | Manager-Maintenance (Workshop) | 333,261 | B.Tech. (13) | 28-01-91 | 35 | Executive, Larsen & Toubro Ltd. |
| 7 Alexander C. | Operator Chargehand | 370,164 | B.Sc. (32) | 01-02-67 | 54 | Scientific Assistant, Bhabha Atomic Research Centre |
| 8 Amarsingh K. Singh* | Operator - C.D.S. Polymer Division | 364,498 | IX Std. (28) | 01-04-93 | 54 | Operator - CDS Polyolefins Industries Ltd. |
| 9 Amrolia P. R.* | Secretary | 168,154 | S.S.C. (35) | 01-09-67 | 61 | Secretary, Romer Dadachanji Sethna & Co. Dept. Head, J.K. Chemicals Ltd. |
| 10 Anantanarayanan C. | General Manager-Corporate HSE | 848,059 | B.Sc., B.Sc. (Tech), M.E. AMII (Chem.E.) (37) | 17-08-66 | 59 | Stenographer, INDOCEAN Stenographer, Paper Mill Plant & Machinery Mfg. Ltd. |
| 11 Ananthanarayanan C. K. | Secretary | 305,278 | S.S.L.C. (36) | 18-04-66 | 55 | Stenographer, INDOCEAN |
| 12 Ananthanarayanan P. S. | Asst. Distribution Officer | 327,763 | B.Com. (39) | 02-05-67 | 60 | Stenographer, Paper Mill Plant & Machinery Mfg. Ltd. |
| 13 Anthony P. D.* | Engg. Executive Polymer Division | 407,094 | S.S.C./Matric (Old Course) (39) | 01-04-93 | 60 | Engg. Executive Polyolefins Industries Ltd. |
| 14 Apte A. V. | Asst. Engineering Officer | 342,112 | S.S.C. (30) | 28-08-70 | 53 | Shipping Corpn. of India Ltd. |
| 15 Apte S. B. | Senior Operator | 309,776 | S.S.C. (27) | 16-05-70 | 48 | Panel Checker, National Ekco Radio Co. Income Accountant, East India Hotels Ltd. |
| 16 Ardey L. R. | Senior Administrative Officer (Marketing) | 418,463 | B.Com. (Hons.) (40) | 24-07-67 | 59 | Operator, Shriram Fertilizers & Chemicals Ltd. |
| 17 Arora G. R. | Asst. Officer-Materials | 320,412 | D.M.E. (29) | 24-09-69 | 52 | Driver, Jay Auto Works |
| 18 Arvindakshan M. R. | Driver | 305,986 | S.S.C. (29) | 25-10-71 | 52 | Plant Operator, Calico Mills |
| 19 Arya N. C. | Shift Production Officer | 315,246 | Inter Sc. (29) | 07-04-69 | 47 | Tradesman C., Bhabha Atomic Research Centre |
| 20 Badigar B. H. | Operator Chargehand | 327,722 | S.S.L.C. (31) | 13-06-68 | 49 | Divisional Manager-Accounts, Polyolefins Industries Ltd. |
| 21 Balakrishnan S. | General Manager-Finance (Accounts) | 801,825 | B.Com., FICWA (36) | 01-04-93 | 56 | Emp.Relation Supervisor Polyolefins Industries Ltd. |
| 22 Balakrishnan T. R. | Emp.Relation Supervisor Personnel-Polymer Division | 299,073 | B.Sc., P.G.D.P.M., D.M.M.(27) | 01-04-93 | 49 | Emp.Relation Supervisor Polyolefins Industries Ltd. |
| 23 Balasubramaniam V. | Senior Administrative Officer | 455,600 | S.S.L.C. (37) | 03-06-66 | 54 | Stenographer, Bennett Coleman & Co. Ltd. |
| 24 Balsari A. U.* | Purchase Executive Polymer Division | 365,563 | B.Com., Dip. in Pubic & Business Admn. (36) | 01-04-93 | 60 | Purchase Supervisor Polyolefins Industries Ltd. |
| 25 Bandopadhyay A. | Senior Insurance Officer | 300,973 | B.E. (Chem.), Asso. Ins. Inst. of India (19) | 24-10-91 | 41 | Administrative Officer, United India Insu.Co.Ltd. |
| 26 Banerji Sujit | General Manager - Planning | 618,629 | B.E. Chem. AMII Chem. EMIE (29) | 01-04-93 | 51 | Manager-Prod. Mgt. Group Polyolefins Industries Ltd. |
| 27 Bapat B. V. | Senior Manager-Quality Control Lab. | 425,315 | B.Sc. (Tech.), Ph.D. (17) | 30-12-88 | 44 | Post Doctoral Research Associate, College of Pharmacy, Ohio State U.S.A. |
| 28 Basu A. | Senior Marketing Officer(Petrochemicals) | 404,283 | B.Sc. (33) | 01-09-69 | 55 | Supervisor, Guardian Plasticote Ltd. |
| 29 Basu B. K. | Production Executive-Poly. Polymer Division | 300,568 | B.Sc. Chem. Engg., Appr. Course in Stores Preservation (30) | 01-04-93 | 58 | Production Executive Polyolefins Industries Ltd. |
| 30 Baxi M. A. | Engineering Officer | 328,984 | D.M.E. (24) | 12-10-72 | 48 | — |
| 31 Bayross M. C.* | Secretary | 210,532 | B.A. (29) | 15-04-71 | 50 | Secretary, India Tobacco Co. Ltd. |
| 32 Bhadkamkar R. H. | Manager-Safety | 484,474 | S.S.C.,Radio Servicing, Advance Instrument Technology (City & Guilds) Diploma Ind.Safety (37) | 01-02-67 | 53 | Service Engineer, W. H. Brady & Co. Ltd. |
| 33 Bhagwat S. G. | Laboratory Technician-I | 305,099 | B.Sc. (27) | 14-05-69 | 49 | — |
| 34 Bhandari H. C. | Area Manager - Exports Plastic Products Division | 341,896 | Dip.Polymer Plastic Tech. (W.Ger.), B.E. (Chem) (29) | 01-04-93 | 51 | Area Manager - Exports Polyolefins Industries Ltd. |
| 35 Bhandarkar R. M.* | Senior Male Nurse | 223,618 | S.S.C., B.P.N.A. (MNC) (39) | 15-02-68 | 58 | Male Nurse, Navin Flourine Industries |
| 36 Bhanu S. V. | Asst. Quality Control Officer | 314,444 | B.Sc. (Hons.) (33) | 01-02-67 | 52 | Analytical Chemist, Dhootpapeshwar Industries Ltd. |

NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
|----|-------------------|--|---------|---|----------|----|--|
| 37 | Bharucha R. | Secretary | 399,923 | S.S.C. (38) | 01-04-66 | 60 | Secretary, Burmah Shell Oil Storage & Distributing Co. of India Ltd. |
| 38 | Bhasker A. | General Manager - Technology | 573,657 | B. Tech. (Chem. E.) (15) | 03-07-81 | 40 | — |
| 39 | Bhat R. S.* | Senior Engineering Officer | 307,968 | S.S.C. (38) | 01-08-67 | 57 | Electrician, Union Carbide India Ltd. |
| 40 | Bhatia N. V. | Asst. Engineering Officer | 308,358 | S.S.C. (29) | 03-08-70 | 51 | Machinist, Lube India Ltd. |
| 41 | Bhattacharyya P. | Senior Manager-Internal Audit & Methods | 518,798 | M.Com., F.I.C.W.A. (33) | 23-09-85 | 56 | Finance Executive, Indofils Chemicals Ltd. |
| 42 | Bhaway M. M. | Senior Manager-Olefins Production | 405,492 | M.Tech. (Chem. Engg.) (17) | 04-05-87 | 41 | Process Engineer, Humphrey's & Glasgow Consultants Pvt. Ltd. |
| 43 | Bhesania H. A. | Asst. Accounts Officer | 335,234 | B.Com., LL.B. (29) | 21-08-68 | 55 | Accounts Clerk, Glaxo Laboratories (I) Ltd. |
| 44 | Bhesania M. J. | Secretarial/Administrative Officer | 334,535 | B.Com., D.B.A. (27) | 02-01-70 | 49 | Clerk, Bank of Baroda |
| 45 | Bhide K. V.* | Scientist Polymer Division | 340,260 | M.Sc. (28) | 01-04-93 | 60 | Sr. Research Chemist Polyolefins Industries Ltd. |
| 46 | Bhide M. J. | Production Executive Granulation-Polymer Division | 298,729 | B.Sc. (31) | 01-04-93 | 52 | Prod. Executive Polyolefins Industries Ltd. |
| 47 | Bhoir J. N. | Bearer-Canteen Polymer Division | 321,602 | III Std. (27) | 01-04-93 | 53 | Bearer Canteen Polyolefins Industries Ltd. |
| 48 | Bhopti N. F.* | Stenographer | 360,671 | Sr. Cambridge (21) | 05-01-76 | 39 | Stenographer, Pest Control (India) Pvt. Ltd. |
| 49 | Bhosale A. K. | Laboratory Technician-I | 303,157 | B.Sc. (28) | 01-04-68 | 52 | — |
| 50 | Bhosale D. B. | Engg. Supervisor Polymer Division | 295,642 | S.S.C., ITI Machinist (33) | 01-04-93 | 53 | Engg. Supervisor Polyolefins Industries Ltd. |
| 51 | Bhujade R. C. | Manager-PVC Production | 364,500 | B.Tech. Chem., D. I. E. (16) | 27-12-90 | 38 | Manager, Paramount Pollution Control Ltd. |
| 52 | Bhusari A. R. | Manager-E.O. & Utilities Production | 372,206 | M.Tech. (Chem. E.), P.G.D. (Comp.) (16) | 07-12-88 | 38 | Senior Process Engineer, Associated Cement Co. Ltd. |
| 53 | Bhusari M. D. | Manager-Cost Accounts | 468,543 | M.A., A.I.C.W.A. (37) | 02-05-87 | 56 | Cost Assistant, Lawkim Ltd. |
| 54 | Bichu B. P. | Senior Production Officer | 403,168 | B.Sc. (35) | 01-09-66 | 57 | Senior Foreman, Rajasthan Vinyl & Chemical Industry |
| 55 | Boral S. | Sr. Manager-Marketing Polymer Division | 363,196 | B.Sc. (30) | 01-04-93 | 49 | Regional Sales Manager Polyolefins Industries Ltd. |
| 56 | Burse V. S. | Senior Manager-Solvents & Alcohols Production | 582,337 | B.Tech. (Chem. E.), D.I.M., D.B.M. (35) | 12-08-66 | 59 | Shift Chemical Engineer, Kolhapur Sugar Mills Ltd. |
| 57 | Cardozo B. M. | Materials Assistant | 306,338 | F.Y. Sc. (32) | 19-02-68 | 54 | Bennett, Coleman & Co. Ltd. |
| 58 | Caro V. A. | Production Executive Polymer Division | 292,706 | D.E.E. (33) | 01-04-93 | 57 | Production Supervisor Polyolefins Industries Ltd. |
| 59 | Chander S. | Senior Purchase Officer | 404,796 | I.Sc., D.E.E., A.M.I.E.A. (32) | 08-08-67 | 56 | Purchase Officer, Delhi Cloth & General Mills Co. Ltd. |
| 60 | Chandran K. R. | Accounts Executive Finance-Polymer Division | 309,605 | M.Com., D.F.M. LL.B. (24) | 01-04-93 | 44 | Accounts Executive Polyolefins Industries Ltd. |
| 61 | Chatterjee Dhires | Asst. Distribution Officer | 331,254 | B.A. (34) | 06-05-69 | 54 | Process Operator, Standard Pharmaceuticals Ltd. |
| 62 | Chatterjee Dilip | Senior Production Officer | 365,369 | I.Sc. (34) | 03-04-67 | 55 | Operator Grade-II, Durgapur Projects Ltd. |
| 63 | Chatterjee P. | Senior Manager-Environment | 530,117 | B.Sc. (33) | 28-08-67 | 56 | Operator Grade-I, Durgapur Projects Ltd. |
| 64 | Chatterjee R. N. | Operator Chargehand | 303,067 | Higher Secondary (29) | 18-04-69 | 49 | Technical Assistant, Shashibushan Science Laboratories |
| 65 | Chatterjee S. | Senior Accounts Officer | 355,318 | B.Sc., D.F.M., D.M.S. (26) | 23-08-71 | 44 | Accounts Clerk, Kumud Construction |
| 66 | Chatterjee S. B. | Manager-Special Assignment | 525,283 | I.Sc., Competency Certificate (Mech. Engg.) (40) | 01-12-70 | 60 | Senior Asst. Engineer, Simon Carves India Ltd. |
| 67 | Chaudhari S. K.* | Operator - EVA Polymer Division | 195,631 | IX Std. (25) | 01-04-93 | 43 | Operator-EVA Polyolefins Industries Ltd. |
| 68 | Chauhan K. P. S. | Manager-Exports | 369,869 | B.Sc., D.M.M. (20) | 14-02-83 | 44 | Tech. Sales Rep., T. T. Investments & Trades Pvt. Ltd. |
| 69 | Chawla P. | General Manager-Special Assignment | 804,258 | B.Sc., Dip. in Chem.(E) (Lon.), M.A.(Cantab.) (32) | 01-04-66 | 57 | Industrial Chemicals Officer, Burmah Shell Oil Storage & Distributing Co. of India Ltd. |
| 70 | Chemburkar R. M. | Manager-Solvents & Alcohols Production | 328,397 | B.Tech., M.S.Chem.Engg., Ph.D. (07) | 29-03-90 | 36 | Engineer, Reliance Industries Ltd. |
| 71 | Chikte I. A.* | Engineering Officer Polymer Division | 144,860 | L. E. E. (Electronics) (11) | 01-04-93 | 34 | Management Trainee Polyolefins Industries Ltd. |
| 72 | Chodnekar A. J. | Junior Operator | 320,393 | F.Y. Sc. (25) | 08-12-71 | 46 | — |
| 73 | Chopra B. K. | General Manager-Modernisation & Expansion | 864,505 | B.Tech. (Chem.) (30) | 01-04-68 | 51 | Junior Chemist, Indian Oil Blending Ltd. |
| 74 | Chougule R. N.* | Engineering Executive Polymer Division | 123,372 | B. E. (Instrumentation) (9) | 01-04-93 | 32 | Management Trainee Polyolefins Industries Ltd. |

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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
|-----|----------------------|---|-----------|---|----------|----|---|
| 75 | Churi A. R. | Operator Chargehand | 311,194 | S.S.C. (32) | 15-02-67 | 50 | Industrial Esters & Chemicals |
| 76 | Coelho P. D. | Senior Safety Officer | 383,066 | B.Ph. (31) | 01-07-66 | 55 | Canteen Cashier, Bechtel India Ltd. |
| 77 | Colaco N. | Secretary | 380,526 | S.S.C. (31) | 27-06-67 | 50 | Stenographer, Crompton Greaves Ltd. |
| 78 | Correia D. | Accounts Officer | 321,520 | S.S.C. (26) | 09-08-71 | 46 | Accounts Clerk, Sandoz (India) Ltd. |
| 79 | Dajee K. J. | Accounts Officer | 341,160 | B.Com. (25) | 07-05-71 | 47 | — |
| 80 | Dalal K. C.* | Accounts Executive Polymer Division | 330,743 | B.Com. (38) | 01-04-93 | 60 | Accounts Executive Polyolefins Industries Ltd. |
| 81 | Das D. K. | Manager - Mumbai Branch Polymer Division | 297,625 | B.Sc. (20) | 01-04-93 | 45 | Branch Manager Polyolefins Industries Ltd. |
| 82 | Das Gupta P. | Operator Chargehand | 321,093 | Higher Secondary (31) | 18-04-69 | 53 | Plant Operator, Bhilai Steel Plant |
| 83 | Das Gupta P. K. | Shift Production Officer | 356,791 | B.Sc. (36) | 31-07-67 | 57 | Operator Grade I, Durgapur Project Ltd. |
| 84 | Das M. K. | Regional Sales Manager Rubber Chemicals Division | 324,245 | B.Sc. (20) | 01-04-93 | 41 | Regional Sales Manager Polyolefins Industries Ltd. |
| 85 | Datt M. S. | General Manager - Technical | 564,343 | B. Tech. (Chem. Engg.) (32) | 01-04-93 | 52 | Manager - Technical Polyolefins Industries Ltd. |
| 86 | Dave B. I.* | Materials Assistant | 40,782 | I.Sc. (37) | 19-01-67 | 59 | Clerk, Bombay Suburban Electric Supply Ltd. |
| 87 | Daver H. N. | Shift Production Officer | 371,597 | I.Sc. (33) | 02-05-67 | 59 | Plant Operator, Union Carbide India Ltd. |
| 88 | David P. H.* | Senior Engineering Officer | 380,946 | I.Sc. (39) | 01-02-67 | 60 | Instrument Mechanic, Burmah Shell Refineries Ltd. |
| 89 | D'Costa M. B. | Asst. Technical Services Officer | 323,392 | B.Sc., LPRI (Plastics & Rubber Inst.),DMM (27) | 18-08-69 | 50 | Executive Trainee, Fabril Gasosa |
| 90 | D'Cruz N. F.* | Asst. Accounts Officer | 134,790 | B.Sc. (39) | 19-04-66 | 61 | Senior Assistant, Burmah Shell Oil Storage & Distributing Co. of India Ltd. |
| 91 | De Menezes Rui* | Manager-Process Engineering | 265,451 | B.Tech.(Chem.E.), M.E. (Chem.E.) (11) | 27-01-86 | 36 | — |
| 92 | De Ujjal* | Senior Manager-Exports | 167,251 | B.Tech. (21) | 20-10-82 | 45 | Sales Officer In-charge, Voltas Ltd. |
| 93 | Deo R. S. | Asst. Manager-Mech.Maint. Polymer Division | 317,649 | B.E. Mechanical (27) | 01-04-93 | 50 | Asst. Manager Polyolefins Industries Ltd. |
| 94 | Deo S. R. | General Manager - Production | 583,391 | M. Tech. (Chemical) (17) | 01-04-93 | 43 | Production Manager Polyolefins Industries Ltd. |
| 95 | Deodhar R. R. | Manager-Engineering Rubber Chemicals Division | 382,456 | B.E. (Mechanical) (24) | 01-04-93 | 44 | Manager-Engineering Polyolefins Industries Ltd. |
| 96 | Desai Bharatkumar M. | Engineering Officer | 319,656 | D.C.E. (28) | 01-10-81 | 49 | Junior Civil Engineer, Standard Mills Co. Ltd. |
| 97 | Desai B. M.* | Senior E.D.P. Officer | 363,086 | S.S.C. (42) | 02-01-67 | 61 | Machine Operator (IBM), Mukand Iron & Steel Works Ltd. |
| 98 | Desai J. T. | Senior Secretarial Officer | 408,442 | B.Com. (31) | 12-02-68 | 52 | Executive Asst., Indo-French Tech. Association |
| 99 | Desai R. M. | Production Manager Rubber Chemicals Division | 331,102 | B.E. (Chemical) D.M.S. (15) | 01-04-93 | 35 | Asst. Manager Polyolefins Industries Ltd. |
| 100 | Desai R. S. | General Manager-Legal | 858,262 | LL.B., P.G.B.M.,ACS (33) | 12-10-87 | 58 | Manager Legal & Commercial, Crompton Greaves Ltd. |
| 101 | Desai S. S. | Senior Vice President-Plastic Products Divn. | 1,147,854 | Int.Sc., Dip. Eng.(Germany) (32) | 01-04-93 | 59 | Vice President-Projects, Polyolefins Industries Ltd. |
| 102 | Desai V. J. | Senior Operator | 318,335 | S.S.C. (26) | 01-11-70 | 47 | — |
| 103 | Deshpande A. P. | Senior Manager-Engineering | 560,129 | D.E.E., D.M.E. (34) | 01-12-67 | 54 | Production Engineer, Oriental Can. Mfg. Co. |
| 104 | Deshpande N. | Senior Engineering Officer | 324,766 | B.E. Civil., D.F.M (12) | 30-08-84 | 35 | — |
| 105 | Desousa T. C. | Manager-Training | 408,126 | B.Sc., P.G.D.I.R./P.M. (17) | 01-12-86 | 40 | Dy. Manager, Personnel & Industrial Relations, Hindustan Petroleum Corp. Ltd. |
| 106 | De'Sousa W. A. | Product Manager-Aromatics & Solvents | 500,104 | B.Sc., Dip. in Marketing Management (36) | 02-01-69 | 57 | Technical Representative, May & Baker (India) Pvt. Ltd. |
| 107 | Devasahayam A. V. | Asst. Accounts Officer | 324,434 | S.S.L.C., N.D.C. (34) | 25-10-71 | 56 | Accounts Clerk, Calico Mills |
| 108 | Dhar J.* | Senior Electrical Engineer | 258,452 | B.E. (06) | 30-06-91 | 29 | — |
| 109 | Dharamadhikari Y. V. | Senior Manager-Construction & Project Planning | 423,837 | B.E.Mech. (20) | 16-12-88 | 42 | Senior Engineer, Mukand Iron & Steel Works Ltd. |
| 110 | Dhond S. V. | Senior Industrial Relations & Welfare Officer | 323,827 | B.Com. Master in Labour Studies, LL.B. (15) | 17-12-84 | 38 | Personnel Administrative Officer, Music India Ltd. |
| 111 | Dhuldhoya N. M.# | Vice Chairman & Managing Director | 3,735,262 | B.Sc. (Hons), Ph.D.(Leeds, U.K.) (37) | 01-04-93 | 62 | Managing Director, Polyolefins Industries Limited |
| 112 | Dias B.* | Junior Operator | 83,080 | Upto B.Sc. (32) | 06-05-69 | 58 | Herdillia Chemicals Ltd. |
| 113 | Dinakaran N. | Operator Chargehand | 330,158 | D.M.E. (33) | 02-05-67 | 55 | Calico Mills |
| 114 | Divey J. D. | Manager-Technology Polymer Division | 319,354 | M.Tech. (Chemical) (18) | 01-04-93 | 43 | Manager-Polymerisation Polyolefins Industries Ltd. |