

**RASHTRIYA CHEMICALS & FERTILIZERS LTD.
CHEMBUR, MUMBAI - 400 074.**

No. Corp.HR/Legal/12

September 24, 2012

Circular No. : 534

Subject: - Amendment in Clause 14- Participation in Politics and Elections and in Sub Clause (c) of Clause 30-Movable and immovable property of the RCF Employees' (Conduct, Discipline & Appeal) Rules, 2005.

The following amendments have been made to the RCF Employees' (Conduct, Discipline & Appeal) Rules 2005 applicable to the officers of the Company:

Clause 14 -Participation in Politics and Elections (Amended):

No employee shall be a member or otherwise be associated with any political party or any organization, which takes part in politics or assists any political movement or activity or contest an election for any State or Central Legislature or a local authority. Further, if any employee wishes to contest in any election, he/she will have to resign from the Company and after his/her resignation is accepted and a NOC is given by RCF, then only he/she may contest any election.

Clause 30 -Movable and immovable property (Amended):

(c) Every employee of the Company shall report every transaction concerning movable property owned or held by the employee in his own name or in the name of a member of his family, in the property return to be filed for the year in which the transaction takes place, if the value of such property exceeds two months basic pay of the employee.

For information of all the officers.



(M. P. Wankar)

General Manager (HR)-Corp.

To: All officers