# MEMORANDUM OF UNDERSTANDING (MoU)

## BETWEEN

## MOIL LIMITED

## AND

## MINISTRY OF STEEL
## GOVT. OF INDIA

## 2019-20

मॉयल
MOIL

MOIL LIMITED
"MOIL BHAWAN", 1A, KATOL ROAD
NAGPUR – 440 013

**MOIL LIMITED**
**NAGPUR**

**Mandatory parameters**
PART A

| Sl. No. | Financial Performance Criteria | Unit | Marks | Current Year (Estimated) | Best in 5 years | MoU Target for the year 2019-20 | | | | | % Improve ment* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Excellent | V.G. @ | Good | Fair | Poor | |
| | | | | | | 100% | 80% | 60% | 40% | 20% | |
| 1 | **Turnover** | Rs. crore | 10 | 1440.00 | 1318.93 | 1700.00 | 1610.00 | 1540.00 | 1480.00 | 1430.00 | 11.81% |
| | Revenue from Operations | | | | | | | | | | |
| 2 | **Operating Profit/Loss** | | | | | | | | | | |
| | Operating profit as a percentage of Revenue from operations (net). | % | 20 | 37.00 | 45.63 | 40.00 | 37.00 | 35.00 | 33.00 | 31.00 | 0.00% |
| 3 | **Return on investment:** | | | | | | | | | | |
| | PAT / Average Net Worth | % | 20 | 15.00 | 17.29 | 18.50 | 17.00 | 16.00 | 15.00 | 14.00 | 13.33% |
| | Total (A) | | 50 | | | | | | | | |

@ : Company's target is set at very good target

*Improvement would be worked out on very Good Target for MoU year over Current year expected actuals.

**MOIL LIMITED**
**NAGPUR**

**Other parameters**
PART B

| Sl. No. | Performance Criteria | Unit | Marks | Current year (Estimate) | Best in 5 years | MoU Target for the year 2019-20 | | | | | % Improvement* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Excellent | V.G. @ | Good | Fair | Poor | |
| | | | | | | 100% | 80% | 60% | 40% | 20% | |
| 4 | **Capacity Utilisation/ Production/ Generation/ Transmission, etc.** | | | | | | | | | | |
| | Production of manganese ore | 000T | 10 | 1301 | 1201 | 1500 | 1475 | 1375 | 1300 | 1250 | 13.37% |
| 5 | **Labour Productivity** | | | | | | | | | | |
| | Output per manshift (OMS) in mines | Output per Manshift in MT | 3 | 0.90 | 0.86 | 0.95 | 0.90 | 0.85 | 0.80 | 0.75 | |
| 6 | **Mine Safety** | | | | | | | | | | |
| | Safety audit of five underground mines of Nagpur and Bhandara districts by an independent agency & taking remedial action in any discrepencies, if any, identified in Audit. | Date | 4 | | | Feb 10 2020 | Feb 20 2020 | Feb 29 2020 | Mar 15 2020 | Mar 31 2020 | |
| 7 | Pilot scale production of high grade Electrolytic Manganese Dioxide (EMD) [iron content less than 150 PPM] | Date | 3 | | | Jan 01 2020 | Feb 01 2020 | Feb 15 2020 | Feb 29 2020 | Mar 15 2020 | |
| 8 | CAPEX | (Rs. Crore) | 5 | 206 | 207.04 | 210.00 | 200.00 | 190.00 | 181.00 | 172.00 | |
| 9 | Percentages of value of CAPEX contracts/ projects running/ completed during the year without time/ cost overrun to total value of CAPEX contracts running/ completed during the year. | % | 3 | 100 | 100 | 100 | 95 | 90 | 85 | 80 | - |
| 10 | Number of days of inventory of finished goods and work in progress to revenue from operations (Net) | No. of days | 4 | 26 | 13 | 20 | 26 | 30 | 34 | 38 | |

@ : Company's target is set at very good target

| Sl. No. | Performance Criteria | Unit | Marks | Current year | Best in 5 years | MoU Target for the year 2019-20 | | | | | % Improvement* |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | (Estimate) | | Excellent | V.G. @ | Good | Fair | Poor | |
| | | | | | | 100% | 80% | 60% | 40% | 20% | |
| 11 | Trade receivables (Net) as number of days of Revenue from Operations (gross) | No. of days | 3 | 33 | 40.17 | 30 | 33 | 36 | 39 | 42 | |
| 12 | Any other sector specific result-oriented measurable parameters | | | | | | | | | | |
| | Exploratory drilling project at all mines | Mtrs. | 5 | 6500 | 6197 | 6800 | 6500 | 6300 | 6000 | 5800 | |
| 13 | HRM Related Parameters | | | | | | | | | | |
| (i) | Achievement of HR parameters (as per list in Annexure-1) | Nos. | 4 | | | 9 | 8 | 7 | 6 | 5 | |
| (ii) | Conducting mentorship program for Women Employees for work life balance as well as leadership development. | No. of programs | 3 | | | 5 | 4 | 3 | 2 | 1 | |
| (iii) | Capability development programs for executives to build their technical & managerial competencies for higher positions with special focus on Web Learning programs. | No. of programs | 3 | | | 5 | 4 | 3 | 2 | 1 | |
| | Total (B) | | 50 | | | | | | | | |

*Improvement would be worked out on very Good Target for MoU year over Current year expected actuals.

@ : Company's target is set at very good target

Binoy Kumar

**SHRI BINOY KUMAR**
**SECRETARY**
**GOVT. OF INDIA**

**SHRI M. P. CHAUDHARI**
**CHAIRMAN-CUM-MANAGING DIRECTOR**
**MOIL LIMITED, NAGPUR**

Date : 19/5/19.

Place : New Delhi

**Annexure-1**

**MOIL LIMITED**
**NAGPUR**
MoU 2019-20 : Annexure-1

| Sl. No. | Performance Criteria | Unit | Target |
|---|---|---|---|
| a. | Continuation of online submission of ACR/APAR in respect of all executives (E0 and above) alongwith compliance of prescribed timelines w.r.t. writing of ACR/APAR | % No. of executives | 100 |
| b. | Regular updation of succession plan and its approval by Board of Directors | Date | 31.03.2020 |
| c. | Continuation of holding of DPC without delay for executive (E0 and above level) | % | 1000 |
| d. | Continues Talent management and career progression by imparting at least one week of at least 10% executives training in Centre of Excellence within India e.g. IITs, IIMs, NITs, ICAI, etc. | % No. of executives | 10 |
| e. | Continuation of Online Quarterly Vigilance clearance updation for Senior Executives (E5 and above) | % | 100 |
| f. | Implementation of recommendation of consultant in order to achieve next level of People Capability Maturity Model (PCMM) or its equivalent | Date | 31.03.2020 |
| g. | Regular updation of online human resource management system (HRMS) implementation (consisting of online employee data administration, employee self-service, exit procedure, talent management etc.) and its integration with finance. | Date | 31.03.2020 |
| h. | Implementation of recommendations of HR audit | Date | 31.03.2020 |
| i. | Review and implementation of employee performance on the lines of FR(56) (J) and submitting a compliance report to Board of Directors at the end of the year | Date | 31.03.2020 |