

RIGHT TO INFORMATION DETAILS
INFORMATION UNDER SECTION 4 (1) (b) UNDER
RIGHT TO INFORMATION ACT 2005 IS GIVEN BELOW

i. Particulars of organization its functions and duties

Engineers India Ltd (EIL) is a leading global engineering consultancy and EPC company. Established in 1965, EIL provides engineering consultancy and EPC services principally focused on the oil & gas and petrochemical industries. The Company has also diversified into sectors like infrastructure, water and waste management, solar & nuclear power and fertilizers to leverage its strong technical competencies and track record. EIL is working under the administrative control of Ministry of Petroleum and Natural Gas (MoPNG), Government of India.

Today, EIL is a '**Total Solutions**' engineering consultancy company providing design, engineering, procurement, construction and integrated project management services from '**Concept to Commissioning**' with highest quality and safety standards. EIL's QMS, OHSMS and EMS are certified to **ISO 9001, OHSAS 18001 and ISO 14001** respectively. It also provides specialist services such as heat and mass transfer equipment design, environmental engineering, specialist materials and maintenance and plant operations and safety services.

With corporate office in New Delhi, EIL also operates from its Office at Gurugram, regional offices in Kolkata, Chennai and Vadodara, branch office at Mumbai and inspection offices at major locations of the country. The company's overseas presence is marked by an engineering office in Abu Dhabi, which caters to the business needs in UAE/Middle-East region. Additionally, there are offices in London, Milan and Shanghai to coordinate the activities of international procurement and marketing.

For details please click on the below mentioned link.

<http://www.engineersindia.com/profile/m-16>

ii. Powers and duties of officers and employees of EIL

The powers and duties of the officers and employees of EIL flow from the delegation of powers, job description and Divisional/Departmental manuals.

iii. Procedure followed in decision making process including channels of supervision and accountability

- EIL is a Company managed by its Board of Directors, constituted under the Companies Act, consisting of Board of full time Directors, Government of India nominees and Independent Directors.
- The day-to-day activities of EIL are managed under the professional guidance of the Board of Directors assisted by Divisional Heads of the respective Divisions.

- Detailed execution of the job is being done under the leadership of the in-charge of the respective departments.

iv. The Norms Set for Discharge of Functions

The company has its Article of Association and well defined procedure and guidelines in the form of Delegation of Powers, laid down policies and guidelines, manuals, compliance of provisions of various statutes, rules and regulations, guidelines of Department of Public Enterprises, guidelines of Chief Vigilance Commission and rules and regulations of SEBI for smooth operations of the Company.

v. The Rules, Regulations, Instructions, Manuals and Records held by the Company or under its control or used by its Employees for Discharge of Functions

- Corporate policy decision of running the businesses of EIL are taken by the Board of Directors in accordance with the changing scenario of the Business.
- The day to day activities to be carried out are being decided by the respective Divisions/Departments and are being executed in conformity with the corporate decision taken by EIL in the meetings of its Board of Directors.
- Since EIL is formed under the Companies Act and is a listed Company under SEBI, Compliance of Clause 49 of listing agreement is reviewed by Board of Directors once in year.

- **Delegation of Powers**

The officers of the Company at various levels discharge their functions and responsibilities within the powers delegated to them by the Board of Directors under Delegation of Powers.

- **Policies and Guidelines**

EIL is having well laid down policies and guidelines governing major activities of the Company. While discharging the functions, Company has formulated detailed Quality Management Systems and guidelines.

- **HR Manual**

EIL has procedural manuals covering all important HR related activities. This Manual ensures carrying out of activities in a systematic and standardized manner.

- **Guidelines of Department of Public Enterprises**

EIL, being a PSU, follows the guidelines of Department of Public Enterprises and directions of Government of India issued from time to time.

- **Guidelines of Central Vigilance Commission**

EIL, being a PSU, follows the guidelines of Central Vigilance Commission (CVC).

vi. Statement of the documents that are kept by EIL or under its control

The Company maintains various statutory documents, registers, books, manuals, agreements etc. for the business operation of the Company, as required under various statutes, rules and regulations as well as for the smooth functioning of the Company.

vii. Particulars of any arrangement that exists for consultation with the members of the public in relation to formulation of EIL's policies and implementation thereof

- EIL being a consultancy organization, serves a number of corporate customers both in India and abroad, in connection with projects in the process and infrastructure sectors.
- EIL has no project of its own and does not have any forum for public consultation. However, EIL supports its customers, wherever required, in their arrangements on the matter.

viii. Statement of the Boards, Councils, Committees and other bodies consisting of two or more persons constituted as its part or for the purpose of its advice, and as to whether meeting of those boards, councils, committees and other bodies are open to the public or the minutes of such meeting are accessible for public

Board of Directors is constituted following the provisions of the Companies Act, 2013 consisting of Functional Directors, Government of India nominees and Independent directors. The details can be seen and viewed by visiting the weblink:

<http://www.engineersindia.com/eil-management/m-21>

Besides above, the Company has the following standing Committees:

- Committee of Functional Directors
- Audit Committee
- HR Committee
- Remuneration Committee
- CSR Committee
- SD Committee
- Stakeholders Relationship Committee
- Risk Management Committee
- Legal Advisory Committee

The meeting of the Board of Directors and Committees of the Board are not open for public. Similarly, the minutes of Board of Directors and Committees of the Board are not accessible for inspection by Public.

ix. Directory of Officers and Employees of EIL (as on Nov 30, 2017)

EIL's employee strength (as on 30.11.2017) is 2867, out of which 2655, are in Officer Cadre. Level wise number of Officers and other employees are as given below:

Level	Strength
21	4
20	18
19	55
18	199
17	284
16	120
15	362
14	1014
13	478
12	102
10	19
9	60
8	36
7	25
6	45
5	29
4	14
3	3

The names of EDs and GMs are as given below:

S. NO.	EMP. NAME (SORTED ALPHABETICALLY)	DESIGNATION	LOCATION
1	AGGARWAL VINEET	EXECUTIVE DIRECTOR	GURUGRAM COMPLEX
2	BUDHIRAJA A	EXECUTIVE DIRECTOR	EI BHAWAN
3	CHAUDHARY A K	EXECUTIVE DIRECTOR	EI BHAWAN
4	DESHPANDE MAKRAND	EXECUTIVE DIRECTOR	GURUGRAM COMPLEX
5	GAUTAM GANGADIN	EXECUTIVE DIRECTOR	GURUGRAM COMPLEX
6	HANDA S K	EXECUTIVE DIRECTOR	EI BHAWAN
7	KANAUJIA RATAN LAL	EXECUTIVE DIRECTOR	GURUGRAM COMPLEX
8	KUNDU A K	EXECUTIVE DIRECTOR	EI BHAWAN
9	LAKHANE UDAY VASANTRAO	EXECUTIVE DIRECTOR	EI BHAWAN
10	MAHAJAN R	EXECUTIVE DIRECTOR	GURUGRAM COMPLEX
11	MAHESHWARI UPENDRA	EXECUTIVE DIRECTOR	EI BHAWAN
12	MANHAS S S	EXECUTIVE DIRECTOR	EI BHAWAN
13	PRASAD GANESH	EXECUTIVE DIRECTOR	GURUGRAM COMPLEX
14	PRASHER ASHWANI	EXECUTIVE DIRECTOR	EI BHAWAN
15	SAWHNEY AVNEESH	EXECUTIVE DIRECTOR	GURUGRAM COMPLEX
16	SETHI NIRAJ	EXECUTIVE DIRECTOR	GURUGRAM COMPLEX
17	SHUKLA VARTIKA (MS)	EXECUTIVE DIRECTOR	GURUGRAM COMPLEX

S. NO.	EMP NAME (SORTED ALPHABETICALLY)	DESIGNATION	LOCATION
18	VIJH L K	EXECUTIVE DIRECTOR	EI BHAWAN
19	BHALLA GAUTAM	CHIEF GENERAL MANAGER	EI BHAWAN
20	BHO GAL B R	CHIEF GENERAL MANAGER	GURUGRAM COMPLEX
21	DEORAS NITIN	CHIEF GENERAL MANAGER	GURUGRAM COMPLEX
22	GHOSH JAYATI (MS)	CHIEF GENERAL MANAGER	EI BHAWAN
23	JAIN MAHAVEER PRASAD	CHIEF GENERAL MANAGER	EI BHAWAN
24	JAYAKUMAR P	CHIEF GENERAL MANAGER	GURUGRAM COMPLEX
25	JHA A K	CHIEF GENERAL MANAGER	GURUGRAM COMPLEX
26	JOHN PAUL V	CHIEF GENERAL MANAGER	ABUDHABI - EIL OFFICE
27	MEHROTRA RAM PRATAP	CHIEF GENERAL MANAGER	EI BHAWAN
28	MOHAN R	CHIEF GENERAL MANAGER	EI BHAWAN
29	NANDA RAKESH	CHIEF GENERAL MANAGER	EI BHAWAN
30	PAL AMITAVA	CHIEF GENERAL MANAGER	EI BHAWAN
31	PRIYAMVADA R (MS)	CHIEF GENERAL MANAGER	GURUGRAM COMPLEX
32	SAHA M M	CHIEF GENERAL MANAGER	GURUGRAM COMPLEX
33	SRIVASTAVA RAJAN JI	CHIEF GENERAL MANAGER	EI BHAWAN
34	ANAND SUMITA (MS)	GENERAL MANAGER	EI BHAWAN
35	ANIL KUMAR	GENERAL MANAGER	GURUGRAM COMPLEX
36	APPALASWAMY G	GENERAL MANAGER	VISAKHAPATNAM-PMC SERVICES
37	AZIM M	GENERAL MANAGER	GURUGRAM COMPLEX
38	BHATNAGAR S N	GENERAL MANAGER	EI BHAWAN
39	BHOWMIK ATANU	GENERAL MANAGER	GURUGRAM COMPLEX
40	BHUTDA RADHESHAM BHAGWANDAS	GENERAL MANAGER	GURUGRAM COMPLEX
41	CHOU DHARY K N	GENERAL MANAGER	EI BHAWAN
42	GUHA N P (MS)	GENERAL MANAGER	GURUGRAM COMPLEX
43	GUPTA ATUL	GENERAL MANAGER	EI BHAWAN
44	GUPTA DEEPAK	GENERAL MANAGER	EI BHAWAN
45	GUPTA RAJEEV	GENERAL MANAGER	EI BHAWAN
46	GUPTA RAJIV	GENERAL MANAGER	GURUGRAM COMPLEX
47	GUPTA S C	GENERAL MANAGER	EI BHAWAN
48	ISMAEEL M	GENERAL MANAGER	GURUGRAM COMPLEX
49	JAIN M K	GENERAL MANAGER	GURUGRAM COMPLEX
50	JANAK KISHORE	GENERAL MANAGER	EI BHAWAN
51	JENA P K	GENERAL MANAGER	EI BHAWAN
52	KALRA ASHOK KUMAR	GENERAL MANAGER	EI BHAWAN
53	KESRI DINESH KUMAR	GENERAL MANAGER	GURUGRAM COMPLEX
54	KOUL S K	GENERAL MANAGER	EI BHAWAN
55	MAJUMDAR SNIGDHO	GENERAL MANAGER	EI BHAWAN
56	MAZUMDAR SANJAY	GENERAL MANAGER	GURUGRAM COMPLEX
57	MISHRA A K	GENERAL MANAGER	GURUGRAM COMPLEX
58	MISHRA SANJAY	GENERAL MANAGER	RAMAGUNDAM
59	MITTAL VINAY	GENERAL MANAGER	EI BHAWAN
60	MUKHERJEE SANJOY	GENERAL MANAGER	GURUGRAM COMPLEX

S. NO.	EMP NAME (SORTED ALPHABETICALLY)	DESIGNATION	LOCATION
61	NAIDU KVK	GENERAL MANAGER	EI BHAWAN
62	NANDA TUSHARKANTI	GENERAL MANAGER	EI BHAWAN
63	NARASIAH J V	GENERAL MANAGER	CHENNAI DCU (EPCC1) PROJECT
64	PRAVEEN KUMAR	GENERAL MANAGER	GURUGRAM COMPLEX
65	RAMAIAH N S	GENERAL MANAGER	KOCHI -BPCL- KRL
66	RANGARAJAN T R	GENERAL MANAGER	EI BHAWAN
67	RAVINDRAN S	GENERAL MANAGER	CHENNAI - BS-VI AUTO FUELS PROJ
68	SAXENA SUNIL KUMAR	GENERAL MANAGER	EI BHAWAN
69	SENGUPTA AMIT	GENERAL MANAGER	EI BHAWAN
70	SENGUPTA ASHEESH	GENERAL MANAGER	GURUGRAM COMPLEX
71	TRIVEDI R K	GENERAL MANAGER	GURUGRAM COMPLEX
72	VINEET RAKESH	GENERAL MANAGER	EI BHAWAN
73	VYAS ANIMESH INDUBHAI	GENERAL MANAGER	MUMBAI - BPCL REFINERY

x. Monthly Remuneration of Officers and Employees, including the System of compensation

EIL follows Industrial D.A. Pattern of Wages for its Officers and Employees. The pay Scale of executives (wef 01.01.2007) is as follows:

Level	Designation	Pay Scale
22	Chairman & Managing Director	80000-125000
21	Director	75000-100000
20	Executive Director	62000-80000
19	Chief General Manager/ General Manager	51300-73000
18	Deputy General Manager/ Additional General Manager	51300-73000
17	Assistant General Manager	51300-73000
16	Senior Manager	43200-66000
15	Manager	36600-62000
14	Deputy Manager	32900-58000
13	Senior Engineer/ Senior Officer/ Senior Architect/ Executive (Design)/ Equivalent	29100-54500
12	Engineer/ Officer/ Architect/ Senior Designer/ Oceanographer/ Equivalent	24900-50500
11	--	20600-46500
10	Assistant Engineer/ Assistant Officer/ Assistant Architect/ Equivalent	16400-40500

Level	Designation	Pay Scale
9	Senior Assistant/ Senior Draftsman/ Senior Secretary / Senior Storekeeper/ Equivalent	16000 – 43700
8	Assistant/ Draftsman/ Hindi Translator/ Storekeeper/ Equivalent	14800 – 40500
7	Junior Assistant Grade-I/ Junior Draftsman/ Junior Hindi Translator / Senior Technician/ Equivalent	13800 – 38500
6	Junior Assistant Grade-II / Junior Draftsman Grade-I/ Supervisor Grade-I/ Senior Receipt & Despatch Attendant/ Equivalent	12800 – 35000
5	Junior Assistant Grade-III / Supervisor Grade-II / Junior Draftsman Grade-II/ Receipt & Dispatch Attendant/Sanitation Attendant/Steward/ Equivalent	11900 – 32000
4	Junior Assistant Grade-IV / Junior Receipt & Despatch Attendant / Junior Sanitation Attendant/ / Equivalent	10800 – 29000
3	Junior Assistant Grade- V / Equivalent	10600 – 26500
2	Helper/ Equivalent	10500 – 24500
1	Helper Grade-I/ Equivalent	10000 – 22500

xi. Budget Allocation and Expenditure

The budget and expenditure of the Company, a commercial organization, are for internal use. However, for viewing Annual Reports/ Results, please click on the following link:-

<http://www.engineersindia.com/reports-and-results/m-149>

xii. Manner of execution of Subsidy programmes and details of beneficiaries of such programme

Engineers India Limited does not have any subsidy schemes/ programmes for public.

xiii. Particulars of recipients of concessions, permits or authorizations granted by it

Since no subsidy is given to the general public in carrying out its business activities as stated above, there is no recipient of concessions, permits or authorizations.

xiv. Details in respect of the information available to or held by it reduced in electronic form

The information relating to Company Profile/ Business, Services, Financial Performance, Shareholding Pattern etc. is available at the Company's website at www.engineersindia.com.

xv. Particulars of facilities available to citizens for obtaining information including the working hours of a library or reading room, if maintained for public use

Information regarding EIL and its business is available and easily accessible on EIL's website www.engineersindia.com under the heading Right to Information Act. EIL does not maintain any library or reading room for public use.

xvi. Names, designations and other particulars of the Public Information Officers

In terms of Section 5 (1) of the Right to Information Act, 2005, the Company has designated various officials as Information Officer and Appellate authority. The list of such officials is available on EIL's website www.engineersindia.com under the heading Right to Information Act.

xvii. Such other information as may be prescribed and thereafter update these publications every year

NIL