

Narmada Clean Tech Limited (NCTL) is a subsidiary of Gujarat Industrial Development Corporation (GIDC) and has developed its own modus operandi in strategic and significant manner.

• **Salient features:**

1. Rational delegation of authority and assignment of responsibility.
Well defined reporting relationship
Departmentation and hierarchy
2. Well defined systems and procedures for each Department.
ISO:14000:1:2004 certified company
3. System having accountability and answerability

Over & above, company operates with various committees wherein agenda items / Minutes of Meetings and action plans and having self potential to cover all functional areas.

Various Committees & its functions:

Sr. No.	Name of the Committee	Frequency of meeting	Functions
1	Board of Directors	Quarterly	<ul style="list-style-type: none"> • Strategic/non-programmed/non-structural & long terms decisions. • Capital strategy • Monitoring & Control Policy
2	Executive Committee	Monthly	<ul style="list-style-type: none"> • Routine/programmed/structural decision. • Revenue strategy • Project management • Plant performance review • Statutory compliance • Operation & Maintenance decision. • Financial decision
3	Steering Committee	Monthly	<ul style="list-style-type: none"> • Estate related issues towards environmental control. • Framing of programme/planning towards action plan introduced by GPCB to come out from 'critically polluted zone'. • Interaction with GPCB, NGOs and

			Notified Area Authority.
4	Public Relation Committee	As & when required	<ul style="list-style-type: none"> • Decision towards crop and land compensation. • Cordial relationship with external customers • CSR
5	H.R. Committee	As & when required	<ul style="list-style-type: none"> • Decision towards human resource development particularly internal customers • Framing and review of self and performance appraisals of employees and to decide promotion / motivation strategies • Decision towards pay revision and perks.
6	Appeal Committee / Hearing Committee	As & when required	<ul style="list-style-type: none"> • To settle the grievances towards quality default. • Case to case study and justification towards quality default. • To impart discipline by counseling rather than enforcement.
7	Audit Committee	As & when required	<ul style="list-style-type: none"> • To review and finalize the reports given by Internal as well as Statutory Auditors.

