MEMORANDUM OF SETTLEMENT ARRIVED AT UNDER SECTION 18 (1) OF THE INDUSTRIAL DISIPUTES ACT, 1947 CORRESPONDING TO SECTION 57 (1) OF INDUSTRIAL RELATIONS CODE, 2020 BETWEEN THE MANAGEMENT OF M/S. SINGARENI COLLIERIES COMPANY LIMITED, KOTHAGUDEM AND THEIR WORKMEN REPRESENTED BY THE SINGARENI COLLIERIES WORKERS' UNION (AITUC), RECOGNISED UNION AT SINGARENI BHAVAN, HYDERABAD ON 27.08.2026 ON THE ISSUES RAISED IN THE STRIKE NOTICE Dt.08.06.2026.

PARTIES PRESENT

Sl. No.	REPRESENTING MANAGEMENT S/Sri	Sl. No.	REPRESENTING UNION S/Sri
1	Gowtham Potru, IAS Director(P,A&W)	1	Kunamneni Sambasiva Rao, MLA, Kothagudem Constituency
2	G.V. Kiran Kumar GM(Personnel)/IR&PM	2	V. Seetharamaiah President
3	Ravi Bojja, GM(MS)	3	K. Rajkumar General Secretary
4	K. Ajay Kumar GM(Personnel)/Wel&CSR	4	M. Rangaiah Addl.General Secretary
5	P.Arvind Rao AGM(Personnel)/HYD	5	K. Saraiah Dy.General Secretary
		6	K. Veerabhadraiah Dy.General Secretary
		7	M. Sammaiah Dy.General Secretary
		8	Maddi Ellaiah Dy.General Secretary
		9	Y.V. Rao Dy.General Secretary

SHORT RECITAL OF THE CASE

The General Secretary, SC Workers' Union (AITUC-Recognized Union) has served a Strike Notice No. SCWU/STRIKE/2026/151, dated. 08.06.2026 over a charter of 31 demands proposing to call upon all employees of SCCL to go on strike on or after 08.08.2026 for redressal of the demands.

The strike notice was ceased in conciliation by the Asst. Labour Commissioner (Central), Hyderabad and the conciliation proceedings were held on 25.06.2026. During the conciliation proceedings, it was decided that the management will hold a bilateral meeting with the Union and discuss the matter involved in the strike notice amicably and submit the report in the next date of Conciliation Proceedings and the Conciliation Officer advised both the parties to settle the dispute amicably through discussion/meetings. Later, the case was adjourned to 10.07.2026 at 16.00 Hours.

Accordingly, bilateral discussions were held with the SC Workers' Union (AITUC-Recognized Union) by the management at Kothagudem on 09.07.2026 and all the demands were discussed at length. In view of the bilateral discussions on 09.07.2026, no one from management and Union attended the conciliation proceedings on 10.07.2026 and at the request of SCWU (AITUC-Recognized Union), the conciliation officer has adjourned conciliation proceedings to 28.07.2026.

During the course of conciliation proceedings on 28.07.2026, management representative has informed that the first and foremost demand i.e., conduct of Corporate Medical Board, has already been conceded and the Corporate Medical Board was conducted on 18.07.2026 at Main Hospital, Kothagudem. With regard to other demands, bilateral discussions will be continued with SCWU (AITUC-Recognized Union) to resolve them amicably. Consequently, the conciliation proceedings were adjourned to 06.08.2026 at 11.00 Hours at Hyderabad.

Subsequently, further bilateral discussions were held with SCWU (AITUC-Recognised Union) on 04.08.2026 and a broader understanding has been reached on 24 demands raised in the above Strike Notice dt.08.06.2026.

Later, during the course of conciliation proceedings held on 06.08.2026, which was attended by both management and union representatives, all the demands raised in the strike notice were discussed at length. Further, management representatives have informed the details of bilateral discussions held with SCWU (AITUC-Recognized Union) on 04.08.2026 to the Conciliation Officer and that a bilateral agreement on agreed issues will be entered with SCWU (AITUC-Recognized Union) and the date of agreement will be informed in the next hearing. Later, the conciliation officer adjourned the case to 13th August, 2026 at 1230 Hours.

In the conciliation proceedings held on 13.08.2026, management has informed that an agreement will be made with Recognized Union on or before 21.08.2026, and the conciliation officer adjourned the case to 21.08.2026 at 1600Hours. However, due to stalemate in discussions on some of the demands, the proposed bilateral agreement could not be entered on 21.08.2026, and the conciliation officer adjourned the case to 27.08.2026 at 1500 Hours.

Subsequently, the management and union representatives have discussed the demands further in the bilateral meeting held on **27.08.2026**. After protracted discussions, the following terms of Settlement have been reached under Section 18 (1) of ID Act, 1947 corresponding to Section 57 (1) of Industrial Relations Code, 2020.

TERMS OF SETTLEMENT

1. Restore the conducting Medical Board regularly as was done earlier, and review the previous Medical Board cases. (Demand No.1)

Union has requested that Corporate Medical Board should be conducted regularly and as per earlier practice more number of employees should be invalidated, to provide compassionate employment to their dependants.

At the persistent request of Recognized Union, it is agreed to conduct Corporate Medical Board regularly. However, decision on fitness or invalidation of the employees appearing for examination by Corporate Medical Board will be taken by the Board.

2. Pay 40% Profit-Sharing Bonus for the financial year 2025-26.(Demand No.2)

Union has requested to declare profits for the FY 2025-26 and announce 40% as Profit Sharing bonus for the FY 2025-'26.

Management has informed that after conduct of Annual General Body Meeting of shareholders of the Company and on approval of Board of Directors, financial results for the FY 2025-'26 will be announced and a decision is to be taken by Govt. of Telangana on percentage of profit sharing bonus to be distributed to employees, and necessary action will be taken as per decision of Govt. of Telangana.

3. Implement the "Own House Scheme" for SCCL employees (Demand No.4(a):

Union has requested to implement the "Own House Scheme" for SCCL employees or to allot housing plots to employees.

Management has informed that SCCL is not having vacant lands at Coal Belt Areas and in Hyderabad for allotment of housing plots to employees. Hence, a decision has to be taken at Government level. Further, there is no provision for allotment of house plots in Coal India Limited (CIL). It is also not possible to allot the company old quarters/land permanently on the name of the employees, which is against the policy. If this is done, newly recruited employees will not get the facility of company quarters in future.

It was also informed to the Union that as decided in the 38th Periodical Structured Meeting at C&MD level held on 07.03.2025, a Committee was constituted to study the issue. Subsequently, based on the Committee's recommendations, proposal to constitute a Sub-Committee with an advise to visit CIL, NTPC, NMDC, Telangana Police Housing Corporation, Mutually Aided Cooperative Societies, etc. was initiated. Based on the Committee Report and feasibility, further action will be initiated immediately.

4. Income Tax on Perquisites (Perks) should be borne by SCCL for NCWA employees on par with CIL employees, as is presently being done for Executives by SCCL Management. (Demand No.5)

Union has requested that Income Tax on Perquisites (Perks) should be borne by SCCL for NCWA employees on par with CIL employees, as is presently being done for Executives by SCCL Management.

Management has informed that in Coal India Limited (CIL) Tax on Non-monetary perquisite is reimbursed to NCWA employees in the form of Upkeep Allowance (UA). If the above system is implemented in SCCL, the estimated annual financial impact is to be assessed.

However, after protracted discussions, at the persistent request of Recognized Union, it is agreed in principle to reimburse the income tax on perks to the NCWA employees on par with Coal India Limited. Modalities will be worked out in due course.

5. Rectify errors in employees' names and resolve alias-name and clear all dependent employment cases pending with the Vigilance Department. (Demand No.6)

Union has requested to rectify errors in employees' names and resolve alias-name and clear all dependent employment cases pending with the Vigilance Department.

Management has informed that with regard to rectification of errors in employees names/alias-names, a Committee with representatives of management and unions is constituted to study the issue and to submit report at the earliest. On submission of Committee report, further action will be initiated.

With regard to clearance of dependent employment cases pending with the Vigilance Department, it is agreed that specific cases, if any, pending for a long time, submitted by Union will be reviewed.

6. Clear all Vigilance cases relating to son-in-law dependent employment upon submission of study certificates, following the enhancement of the age limit from 35 years to 40 years for dependent employment. (Demand No.7)

Union has requested to clear all Vigilance cases relating to son-in-law dependent employment upon submission of study certificates, following the enhancement of the age limit from 35 years to 40 years for dependent employment.

Management has informed that only 14 cases of this nature are pending wherein the fact of submission of tampered certificates was established and the same were forfeited. Further, specific cases, submitted by Union will be reviewed.

7. Reinstate all dismissed workers by relaxing age limit and muster requirements wherever applicable (Demand No.8)

Union has requested to reinstate all dismissed workers by relaxing age limit and muster requirements wherever applicable.

Management has informed that when Company is taking disciplinary action on the employees resorting to chronic absenteeism, it is illogical to reinstate the dismissed employees. Hence, it is not feasible to reinstate all the dismissed workers.

After protracted discussions, it was agreed in principle, to examine the feasibility of reinstatement of cases of workmen who were dismissed on account of absenteeism during the period from 01.01.2023 to 31.12.2025, by formation of a High Power Committee, subject to eligibility criteria as followed previously.

8. Issue appointment orders immediately to more than 400 dependents who were declared medically fit for VTC training. (Demand No.9)

Union has requested to Issue appointment orders immediately to more than 400 dependents, who were declared medically fit for VTC training.

Management has informed that Appointment Orders under dependant employment scheme were issued to 335 dependants of employees on 13.06.2026. Office Orders in respect of 149 pending cases of compassionate employment will be issued within a month positively.

9. Establish a permanent policy to provide suitable surface job for Mining, E&M and technical staff (such as Fitters and Welders) immediately upon being declared medically unfit for underground work. (Demand No.11)

Union has requested to establish a permanent policy to provide suitable surface job for Mining, E&M and technical staff (such as Fitters and Welders) immediately upon being declared medically unfit for underground work. Now, such cases are being referred to Committee. As per MoS dt.20.11.2009, same job was given to the employees declared medical unfit. Since, they are being provided the job of General Mazdoor, Cat.I by protecting their basic pay, they should be given same designation prior to their medical unfitness.

Management has informed that certain physical standards/fitness of the employee for the statutory post is essential. Hence, the Committee is taking decision as per physical standard/fitness of the employee for providing suitable job on surface.

However, at the request of Union, it is agreed to examine the feasibility of designating Mining and E&M supervisory staff immediately upon being declared medically unfit for underground work, as "Non-statutory supervisor" without any delay on receipt of Medical Board Proceedings from the relevant authorities, in case they are not possessing valid statutory certificates.

Further, cases of Electricians and Fitters declared medically unfit for underground work, will also be reviewed on similar grounds, in accordance with extant guidelines.

10. Cancel the N-1 Play Days Circular and restore the previous system. (Demand No.13)

Union has requested to cancel the N-1 Playdays Circular and restore the previous system as it is resulting in idleness of HEMM resulting in loss of production and the employees are also put to financial loss and it is also not beneficial to the company.

Management has informed that as recommended by the Audit Board Committee, N-1 policy was introduced for deployment of employees on playdays. However, certain exemptions are being given as per requirement.

11 Restore the basic pay to the employees who lost increments due to disciplinary actions. (Demand No.14)

Union has requested to restore the increments to the employees who were awarded penalty in safety related violations.

Management has informed that it is not feasible to restore basic pay of all employees whose increments were reduced on safety violation cases. However, at the request of Union, it is agreed to review specific cases, if any, submitted by union, on merits.

12. Issue No Objection Certificates (NOCs) for higher studies that have been pending for a long time, including those who were already taken admission. (Demand No.15)

Union has requested to issue No Objection Certificates (NOCs) for higher studies that have been pending for a long time, including those who have already taken admission. There are only a few cases of this nature and requested to clear the same.

Management has informed that presently, NOCs are being issued for non-technical courses. After discontinuance of AMIE, issue of NOCs for technical courses was stopped. However, on submission of specific cases by Union, they will be examined on merits. The issue regarding issuance of NOCs for employees to pursue evening courses in Engineering at Godavarikhani/Kothagudem, will be examined in accordance with relevant guidelines in vogue.

13. Review and revise the Cadre Scheme for all categories and designations. (Demand No.16)

Union has requested to review and revise the Cadre Scheme for all categories and designations. They have informed that in CIL, Cadre Schemes have been revised and implemented. Hence, requested to implement the same in SCCL also.

Management has informed that recently, as agreed in the 50th PSM at Director (P,A&W) level and 38th PSM at C&MD level, it was approved for revision of cadre schemes of 05 categories of employees on which it was agreed to enter into a bilateral agreement. Hence, it is proposed to include the revision of cadre schemes of 05 categories (Annexure), in the present bilateral agreement, which forms part of the present Agreement. This revision will have prospective effect.

It is also agreed that as approved by the Competent Authority, it is proposed to include modification of Clause 8(b) of MoS dt.20.12.2018 and to designate the EP Fitter, Exc.Cat. "C" who completed 07 years in Exc.Cat. "C" on placement in Exc.Cat.B as **"EP Fitter-cum-Mechanic".**

Further, on the request of Recognised Union, it was agreed to review the existing cadre schemes of SDL/LHD Operators and Surveyors.

14. Resolve the long-pending issue of promotion of Sr. Mining Sirdars as Overmen (Demand No 17)

Union has requested to resolve the long-pending issue of promotion of Sr. Mining Sirdars as Overmen. There is discontentment among JMETs of 2016 and 2017 batches as they were denied promotion as Overman though performing the duties of Overmen, on the pretext of non-availability of vacancies whereas their juniors are getting promotions. Hence, the Union requested to promote them as Overmen, as one-time measure, subject to discharging the duties of Sr. Mining Sirdar as and when required.

However, after prolonged discussions, at the persistent request of Recognised Union, it is agreed in principle, to promote the existing Sr.Mining Sirdars as OM/MS notionally from their eligible review date, provided it does not affect the current seniority list and ROR rules. The modalities will be worked out.

This is a one-time measure and cannot be quoted as precedent.

15. Fill all vacant posts of Technicians, Fitters, Electricians, Electrical Supervisors, Mechanical Supervisors, Welders, Junior Assistants, Para-medical Staff, Security Guards, POAs, and Store Keepers.(Demand No.18)

Union has requested to fill all vacant posts of Technicians, Fitters, Electricians, Electrical Supervisors, Mechanical Supervisors, Welders, Junior Assistants, Para-medical Staff, Security Guards, POAs, and Store Keepers. They stated that about 700 employees are working as Acting Clerks, POAs, etc. which is resulting in lack of quality in work and the same is case with Store Keepers. Hence, requested to take necessary action to conduct recruitment test for Junior Assistants as per Notification issued earlier immediately. It was also requested to fill up internal vacancies in the posts of Staff Nurses and Security Guards, immediately.

Management has informed that the recruitment test for the selection of Junior Assistants (Internal) will be conducted soon. Selections in respect of other categories of posts including Staff Nurses and Security Guards will be taken up on approval of Competent Authority, as per requirement.

16. Extend High Power Committee wages and provide medical and educational facilities to Contract Workers in SCCL Hospitals & Schools. (Demand No.19)

Union has requested to extend High Power Committee wages and provide medical and educational facilities to Contract Workers in SCCL Hospitals & Schools.

Management has informed that –

(i) At present, Medical facilities i.e. OPD and Indoor treatment medical facilities are being provided to the contractors' workers in company's hospitals/dispensaries.

(ii) Efforts are being made to provide ESI facility to the contractors' workers working in non-mining activities.

(iii) Educational facilities are being provided to children of contractors' employees at schools run by SCES.

17. Establish a Super Specialty Hospital at Hyderabad and refrain from recovering any additional amount from employees' salaries towards referral treatment expenses. (Demand No.20)

Union has requested to establish a Super Specialty Hospital at Hyderabad and refrain from recovering any additional amount from employees' salaries towards referral treatment expenses. They have further requested to review and revise the existing Medical Attendance Rules, which were finalized and implemented long ago and the tariffs should be changed from NIMS tariff to CGHS rates, to facilitate employees to get better medical facilities with no extra costs.

Management has informed that Establishment of a Super Specialty Hospital by SCCL in Hyderabad is under examination. Further, a committee was constituted for examination of issue of Modification of Medical Attendance Rules. On submission of Committee's report, further action will be initiated at the earliest, on priority.

18. Introduce CBSE or a Corporate Education System in all SCCL schools. (Demand No.22)

Union has requested to introduce CBSE or a Corporate Education System in all SCCL schools Though CBSE syllabus was introduced in RG.2, it was not so successful and there is no bus facility and adequate faculty to teach CBSE syllabus, etc. Further, it was requested to implement the CBSE pattern in all Company's Schools in RKP, SRP, BHPL Areas etc. Alternatively, the responsibility of maintaining these schools with CBSE pattern may be off-loaded to non-profit organizations.

Management has informed that GM (Education) was requested to explore the feasibility of introducing CBSE systems at schools being run by Singareni Collieries Educational Society. As requested by Union, it is agreed to explore feasibility of running SCCL Educational Institutions through non-profit societies as is being done in NTPC, Navabharat Ferro Alloys Ltd., etc.

19. Enhance the ex-gratia payment to Rs. 25.00 Lakh in cases of natural death. (Demand No.23)

Union has requested to provide a scheme for payment of ex.gratia amount of Rs.25.00 Lakh in cases of natural death while in service by introducing a scheme for payment of matching grant of Rs.7.50 Lakh by management and Rs. 7.50 Lakh will be contributed by way of recovery from salaries, by all NCWA employees in addition to Rs.10.00 Lakh, being extended by some Banks, to corporate salary account holders.

Management has informed that estimated annual financial impact is to be assessed and based on which, a decision is to be taken on the above.

After protracted discussions, it is agreed that efforts will be made to enhance the existing insurance coverage of Rs 10.00 Lakh being extended by banks under GTLI Scheme being extended to Corporate Salary Account holders, in respect of natural death cases, to Rs 20.00 Lakh. However, if the banks do not come forward to enhance the same, providing matching grant amount (maximum) of Rs.5.00 Lakh by management subject to equal contribution by NCWA employees, totaling to maximum of Rs.10.00 Lakh, was considered in principle, which will be reviewed annually.

20. Ensure adequate supply of safety and production-related materials, including HEMMS, SDLs, and other essential equipment, in all SCCL Areas. (Demand No.24)

Union has requested to ensure adequate supply of safety and production-related materials, including HEMMS, SDLs, and other essential equipment, in all SCCL Areas.

Management has informed that recently due to technical reasons, there is some delay in supply of mining material. However, efforts are being made to supply adequate safety and production related materials for mining equipment.

21. Sanction House Rent Allowance (HRA) to the eligible employees working at KK OC, Mandamarri Area, considering the genuine difficulties and prevailing circumstances faced by them. (Demand No.27)

Union has requested to sanction House Rent Allowance (HRA) to the eligible employees working at KK OC, Mandamarri Area, considering the genuine difficulties and prevailing circumstances faced by them.

Management has informed that the issue was examined and it was approved to pay HRA to the employees of KKOC, MM Area @ eligible rate, covered in municipal limits and not provided company's quarters and instructions were issued.

22. Waive the penal rent recoveries imposed on employees of Kothagudem Area and Corporate Areas as a one-time settlement and resolve the issue amicably in the interest of employee welfare. (Demand No.28)

Union has requested to waive the penal rent recoveries imposed on employees of Kothagudem Area and Corporate Areas as a one-time settlement and resolve the issue amicably in the interest of employee welfare.

Management has informed that some of the employees in KGM Area and Corporate are in possession of double quarters and penal rent is being recovered from such employees. At the request of Union, it is agreed to review specific cases represented by union.

23. Withdraw the existing Transfer Policy and undertake a comprehensive review in consultation with recognized trade unions, as the present policy is causing considerable hardship and inconvenience to employees and their families. (Demand No.29)

Union has requested to withdraw the existing Transfer Policy and undertake a comprehensive review in consultation with recognized trade unions, as the present policy is causing considerable hardship and inconvenience to employees and their families.

Management has informed that the request of Union to forward applications for transfers of employees who have completed 1 year service in present place of work, without insisting on stipulation of minimum 3 years at present place of work, will be considered, as per feasibility.

24. Retired employees should be provided free treatment in Singareni Hospitals.(Demand No.31).

Union has requested that Retired employees should be provided free treatment in Singareni Hospitals. They have further informed that retired employees are being charged 40% of NIMS charges from the CPRMS-NE Medical Card, for in-patient treatment in our Company's Hospitals, even for one or two days, which should be stopped.

Management has informed that presently, retired employees are extended medical facilities through CPRMS-NE (Modified) Scheme, as decided by JBCCI. However, the request of Union for extending one week in-patient treatment at Company's hospitals free of cost will be reviewed.

This is in full and final settlement of this issue in the list of demands raised by the union. The Union agrees not to raise any further demands on the agreed item in this Settlement.

The union agrees to create congenial atmosphere against wild-cat strikes and that they will not support or encourage any strike or stoppage of work by any section of employees.

It is agreed that all out efforts will be made jointly to accelerate the growth of underground/Opencast production and productivity to achieve increase in productivity and in capacity utilisation every year.

It is also agreed to put in all efforts to propagate among the employees to ensure that cost of production per tonne is reduced.

It is further agreed to take steps to reduce absenteeism in mines especially among General Assistant Trainees/General Assistants.

The union agrees to discuss any problem with the management before coercive action for maintaining good Industrial Relations in SCCL.

SIGNATURES OF THE PARTIES

Sl. No	REPRESENTING MANAGEMENT S/Sri	Sl. No.	REPRESENTING UNION S/Sri
1	Gowtham Potru, IAS Director(P,A&W)	1	Kunamneni Sambasiva Rao, MLA Kothagudem Constituency
2	G.V. Kiran Kumar GM(Personnel)/IR&PM	2	V. Seetharamaiah President
3	Ravi Bojja, GM(MS)	3	K. Rajkumar General Secretary
4	K. Ajay Kumar GM(Personnel)/Wel&CSR	4	M. Rangaiah Addl.General Secretary
5	P.Arvind Rao AGM(Personnel)/HYD	5	K. Saraiah Dy.General Secretary
		6	K. Veerabhadraiah Dy.General Secretary
		7	M. Sammaiah Dy.General Secretary
		8	Maddi Ellaiah Dy.General Secretary
		9	Y.V. Rao Dy.General Secretary

Witnesses:

1. Sri B. Raja Gopal, DGM (P), IR Wing
2. Sri Y. Prabhakar Rao, DGM (P), IR Wing.