

# The Sandur Manganese & Iron Ores Limited

(An ISO 9001:2015; ISO 14001:2015 and 45001:2018 certified company)  
CIN:L85110KA1954PLC000759; Website: www.sandurgroup.com

REGISTERED OFFICE  
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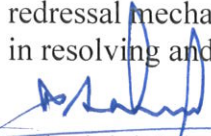
1 September 2023

## Appointment of Public Grievance Redressal Committee

The Public Grievance Committee has been re-constituted w.e.f 01 September 2023, I do hereby nominate following members to Public Grievance Re-dressal Committee to have better governance and as a part of our ethical work practices in meeting interests of all our employees and all stake holders where we operate. This committee shall come into effect from 01.09.2023 and discharge their duties and responsibilities against the terms of reference provided herewith.

Sl. No	Name	Designation	Contact number	Position in committee	Mail id
1	Md Abdul Saleem	Director (Mines)	9448497927	Chairman	saleem@sandurgroup.com
1	Shridhar P Hegde	General Manager Mines	9448497925	Member	shridharhegde@sandurgroup.com
2	Guruprasad	Sr. Manager (Personnel)	8277893361	Secretary	avguru@sandurgroup.com
3	Prakash Babu	AGM Mines	9448497955	Member	prakashbabu@sandurgroup.com
4	Suresh Yadav	Asst. General Manager (QC & Logistics)	9448497961	Member	sureshyadav@sandurgroup.com
5	Dr. Nazima Banu	Sr. Manager Health Services	9448497959	Member	drnazima@sandurgroup.com

All appointed herewith agree to observe, in letter and spirit, role as stipulated in grievance redressal mechanism and uphold organisational behaviour and be responsible in all our actions in resolving and addressing grievances of stake holders around us.

  
Md. Abdul Saleem  
Director (Mines)

Encl: Annexure-01

Annexure-01

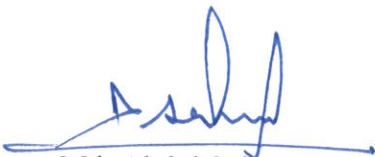
## **Terms of Reference**

### **NATURE OF GRIEVANCES THAT FALL FOR REDRESSAL UNDER GRIEVANCE PROCEDURE:**

- Complaints Affecting One Or More Individual Workers in Respect of Their – Wage, Payment of Overtime Wages, Bonus, Leave, Camp related issues (House, Water supply, Electrical, Sanitation), Working Conditions, Hours of Employment, Health, Training and activities connected to employee welfare of Deogiri, SB Halli and neighbouring villages.
- Complaints of Stake holders in respect of Impacts of Mining on Environment and Social Impacts.

### **Mechanism for addressing public grievance and complaints: -**

- Register is maintained for the complaints/public grievance.
- As soon as any complain receive from any person in written or verbal, it is noted in the register kept for the purpose.
- Committee members will be informed accordingly. Date, time, place will be decided for conducting the meeting along with complainant.
- Based on outcome of the meeting and collective discussions of all members, corrective and preventive actions will be initiated including relief to affected person in the form compensation or any other alternative which is suitable and decided by committee.
- In case of no complaints, quarterly meeting will be conducted regarding public grievance in general and will be suitably addressed.



Md. Abdul Saleem  
Director (Mines)

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Tel: +91 8395 271025 / 28 / 29 / 40; Fax: +91 8395 271066

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