



**WESTERN COALFIELDS LIMITED**  
**( A Govt. of India Undertaking )**  
**Office of the**  
**Chairman-cum-Managing Director**

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**No.WCL/CMD/VIG/ 1080**

**Date : 22-08-2008**

**CIRCULAR**

Attention of all executives of WCL is invited to Rule 13.0 of Conduct, Discipline and Appeal Rules 1978 (amended upto April 2000) which is reproduced below :-

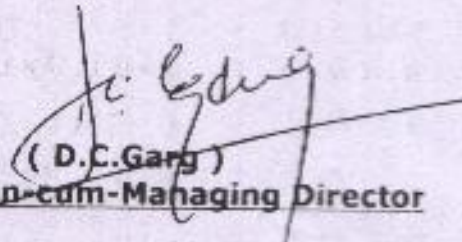
**13.SUBSCRIPTIONS**

13.1 No employee shall except with the previous sanction of the Company or of the such authority as may be empowered by it in this behalf, ask for or accept contributions to or otherwise associate himself with the raising of any fund in pursuance of any object, whatsoever, except as sanctioned by any law of the land, or rule or order of the Company, for the time being in force.

**Note**

- i) Mere payment of subscription to a charitable or benevolent fund does not be itself violate this rule.
- ii) Voluntary association of an employee with the collection of Flag Day contributions is permissible and no prior permission is necessary for this purpose.

The above-Rule is again being brought to the notice of all concerned as an instance of collecting money on behalf of a social/religious organisation by an executive has been brought to the notice of the management. Any deviation from the above shall be viewed seriously and violation of the same will attract disciplinary action as per CDA Rules, 1978 of CIL.

  
( D.C.Garg )  
**Chairman-cum-Managing Director**