**Section 4(1)(b) of Right to Information Act 2005**

**Chapter-I**

**Particulars of Organization, Its function and Duties**

**Particulars of Organization**

|  |  |
| --- | --- |
| Date of Incorporation and Name of Company | FCI Aravali Gypsum and Minerals India Limited (FAGMIL)  Date of Incorporation 14.02.2003 |
| Type of company | Public CompanyLimited by Shares  Earlier it was Private Limited company but w.e.f. from 25.09.2019, the status of the company was changed from Private Limited company to Public Limited Company. |
| Administrative Ministry | Department of Fertilizers, Ministry of Chemical and Fertilizers, Government of India |
| Share Capital | Authorised Capital: Rs. 50 crore (Divided into 5 crore equity shares of Rs. 10 each)  Paid Up Capital Rs. 30 crore (Divided into 3 crore equity shares of Rs. 10 each) |
| Shareholding pattern | 100% Government of India Undertaking |
| Registered Office | Mangu Singh Razvi Marg, Paota B Road, Jodhpur, Rajasthan-342006 |

**Introduction**

The Gypsum Development Authority was set up in 1950 with the objective of departmental exploration, excavation and mining of gypsum to feed Sindri Fertilizers Factory which was producing Ammonium Sulphate taking gypsum as a basic raw material. In 1952, after formation of Sindri Fertilizers and Chemicals Limited (SFCL), Gypsum Development Authority was merged with SFCL as its unit. In 1961, two companies vizSindri Fertilizers and Chemicals Limited and Hindustan Chemicals and Fertilizers Limited were merged into a new company Fertilizers Corporation of India and this Gypsum Development Authority was named as Jodhpur Mining Organization which became a unit of the then Fertilizers Corporation of India since 1961.

With the change in the process in Sindri Rationalization scheme and reduction in the requirement of Gypsum at Sindri, The Jodhpur Mining Organization diversified its activities and developed a market from 1979 onwards in the State of Punjab, Haryana and U.P. for reclamation of sodic land.

Thereafter, Jodhpur Mining Organization was separated from Fertilizers Corporation of India and was formed as a new company FCI Aravali Gypsum & Minerals India limited (FAGMIL) in 2003 as a fully-owned Government of India Company under the administrative control of Department of Fertilizer, Ministry of Chemicals & Fertilizers with an authorized capital of Rs. 10 crores and with a paid-up capital of Rs. 7.33 crores.

FAGMIL is an ISO certified Mini Ratna –II Category Company. Its main product is Mineral grade Gypsum. The FAGMIL is contributing to the nation building by producing mineral gypsum which is used as a raw material in the cement industry for retarding the setting time. Its major clients are cement manufacturing companies such as ACC, Ambuja Cement, Shree Cement, JK Laxmi Cement, Diamond Cement, Birla Cement, Chanderia Cement, Binani Cement, Prism Cement and Lafarge Cement etc.

It has also been playing an important role in the reclamation of the sodic land by supplying agriculture grade gypsum to the World Bank project, in Uttar Pradesh through Uttar Pradesh BhoomiSudhaar Nigam (UPBSN). It reclaimed over 5 lakh hectares of land in UP, Haryana, Punjab and Rajasthan. It is also supplying mineral gypsum to agriculture sector to supplement as the sulphur nutrient. The major clients in this category are UPBSN, UP Agro Corporation, Haryana Land Reclamation Development Corporation.

The company excavates gypsum from its various mines situated in various districts of Rajasthan like Jaisalmer, Bikaner, Sriganganagar and Barmer etc. All the mines and Jodhpur office are ISO 14001:2015 and BS OHSAS 18001:2007 and ISO 9001:2015 certified.

**Details of Board of Directors:**

|  |  |
| --- | --- |
| Brigadier Amar Singh Rathore | Chairman and Managing Director |
| Shri Anilkumar V. Patil | Director |
| Shri Niranjan Lal | Director |
| Smt. Saraswati Verma | Director |

**Function and Duties**

FCI Aravali Gypsum and Minerals India Limited (FAGMIL) has been established to carry out the objectives specified in the Memorandum and Articles of Association of the company. The main objective of the company is mine and marketing of gypsum.

**Vision, Mission and Objectives of the Company**

**Vision**

To become a leader in Mining of strategic minerals including gypsum for reclamation of land improving the health of the soil with sulphur nutrients, infrastructure development through supply of ROM gypsum to cement industries and producing various types of Fertilizers.

**Mission**

The Company’s mission is to establish and carry on in India or in any part of the World all kinds of business relating to Gypsum and other minerals and their by-products and manufacture of various types of fertilizers, all organic and inorganic chemical compounds including by products, derivatives and mixtures thereof.

**Objectives**

The main objective of the Company was to take over the entire unit known as Jodhpur Mining Organization (JMO) situated in the State of Rajasthan, being a Unit of Fertilizer Corporation of India Limited and to carry into effect the Scheme of separation (de-merger) of JMO with effect from 1st April 2003, as approved by Honb’le BIFR/the Central Government in this regard.

The other objectives of the company are as under:

1. To mine and market Gypsum & other organic and inorganic minerals efficiently and economically in an environmental friendly manner.
2. To effectively manage the assets & resources of the company to ensure a reasonable return on investments and to maximize internal resources.
3. To work out diversification / expansion schemes for the growth and to increase the Profitability of the Company and promote forward integration consistent with govt. policies/ guidelines.
4. To venture into Production of other fertilizers such as SSP etc. in consistence with Govt. policies/ guidelines.
5. To continuously upgrade the quality of human resources and promote organizational and Management development.
6. To care for & protect the environment and also improving on the standards laid down by Pollution Control Authorities.
7. To increase customers satisfaction by providing quality products & services.

**Organization Chart**

**Attached at annexure-1**

**Application of gypsum**

* **As a source of Sulphur:-**

Sulphur absorption by the crops from the soil/per ton of grain production per hectare:

|  |  |
| --- | --- |
| Cereal | 3-4 Kg |
| Pulses | 8 Kg |
| Oilseeds | 12 Kg |

* Natural Gypsum contains 13% - 18% Sulphur .This is used as a source of Sulphur to the soil.
* Use of mineral gypsum in Punjab, Haryana, and Rajasthan substantially increased the yield of Oil Seeds and Pulses and also improved yield of Potato & Sugarcane.
* **Reclamation of Sodic land:**
* Gypsum neutralizes alkaline soils and improves the soil permeability.
* Gypsum provides Sulphur and Calcium to give catalyst support for maximum fertilizer utilization.
* Mineral Gypsum powder is used effectively for reclaiming alkaline soils.
* **Use of Gypsum in Cement:-**
* 4% to 6% of Gypsum by weight in crushed condition is utilized in Portland cement manufacture after mixing with clinker.
* Gypsum acts as a retarder and controls the setting time of cement.
* **Use of Gypsum in Plaster of Paris:-**

Gypsum at 150oC converts into hemi hydrate form which is known as Plaster of Paris. This is used in construction industry for making wall boards, decorative roofing etc.

**Operating results:**

(Rs. Crore)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Particulars | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 |
| Turnover | 63.80 | 51.33 | 48.60 | 51.16 | 35.86 |
| Net Profit before Tax | 51.83 | 55.19 | 41.48 | 29.89 | 21.06 |
| Income Tax | 17.63 | 19.16 | 14.84 | 9.41 | 6.14 |
| Profit after Tax | 34.20 | 36.03 | 27.03 | 20.48 | 14.92 |
| Net Worth | 196.64 | 218.38 | 245.2 | 251.07 | 250.20 |
| Dividend (% of Paid up Capital) | 140.00% | 162% | 41% | 42% | 41.70% |

**Dividend:**

In view of good performance of the Company, a dividend of Rs. 125100000 @ 41.70% of paid up capital (Rs. 4.17 per share of Rs. 10/- each) for the year 2019-20 has been paid to GOI.

**Status of existing & proposed mining leases:**

The company has 13 gypsum mines in various districts of Rajasthan like Jaisalmer, Barmer, Bikaner and Sriganganagar whose total capacity is 11.06 LMT.

FAGMIL has applied for reservation of mineral blocks of Rock Phosphate, Dolomite and SMS Grade Lime Stone through Department of Fertilizers to Ministry of Mines, Government of India. Ministry of Mines, Government of India on the recommendation of Rajasthan Government reserved two blocks of Rock Phosphate and one block of Dolomite on 19.12.2018.

**Status of White cement project:**

The company intends for mining of white cement grade lime stone in Himachal Pradesh and establish white cement plant in joint venture mode. For this the company applied for one mining lease and four prospective licenses of white cement grade lime stone. Letter of Intent (LOI) for the applied mining lease has been issued on 27.06.2018 and MOU for the project has been signed on 25.02.2019.

**MoU rating:**

Due to adverse business conditions (as mentioned above), the company is expecting“Fair” MOU ranking with 37.86 score out of 100 for the year 2019-20.

**Mini Ratna category:**

The Company has been making continuous profit since inception i.e. 2003-04. Therefore, keeping in view the consistent performance, the Government of India conferred the status of “Miniratna-II” category to the company on 06.06.2011 vide letter no. 18018/2/2011-FCA.

**Obligation:**

**Towards customers:**

Supply of quality product to customers within agreed time.

Ensure safety during mining

Continuous improvement in customer satisfaction.

**Towards community:**

Social responsibility issues for the company (CSR)

As a part of society, the company undertakes socio economic and community development programs to promote education, training and improvement of living conditions in villages located in the vicinity of the mines. For this your company developed a CSR scheme and spends at least 2% of its average profit last three years, every year. During the year Rs. 114.48 lakh (previous year Rs. 75.13 lakh) against target of Rs. 113.61 Lakh was spent on promoting Education, making available drinking water facilities and Sanitation.

The Company has also installed a mobile soil testing van for testing the soil of villages near by its mines to make the farmers aware about the type of crops which could be sown in that climatic conditions and for that what type of fertilizers are required.

**Towards employees:**

To develop their capabilities and facilitate their advancement through appropriate training;

To have fair dealing with recognized representative of employees in pursuance of healthy industrial relation practice and sound personnel policies.

**Chapter-II**

**Powers and Duties of Officers & Workmen**

The powers & duties of the officers and workmen of the Company are derived mainly from job descriptions, manuals, terms and conditions of appointment and Delegation of Powers approved by Board of Directors of the company. The officers & workmen of the Company are appointed for carrying out the business operations of the Company, which are in line with the objectives specified in the Memorandum of Association of the Company.

While discharging duties and responsibilities, officers & workmen of the Company are complying with the applicable provisions of statutes and rules and regulations framed thereunder

**Chapter-III**

**Procedures followed in the Decision-Making Process, Including Channels of Supervision and Accountability**

Overall management of the Company is vested with the Board of Directors of the Company. The Board of Directors is the highest decision making body within the Organization.

As per the provisions of the Companies Act, 2013 certain matters require the approval of the shareholders of the Company in General Meeting.

The Board of Directors is accountable to the shareholders of the Company, which is the ultimate authority of a Company. FAGMIL being a Public Sector Enterprise (PSE), the Board of Directors of the Company is also accountable to Government of India.

The day-to-day management of the Company is entrusted on the Chairman and the Functional Directors and other Officers of the Company. The Board of Directors has delegated powers to the Chairman, Functional Directors, and General Manager of the Company through Delegation of Powers. The Chairman, Functional Directors and General Managerexercise their decision-making powers as per this delegation of powers.

The Chairman, Functional Directors and General Managerare accountable to Board of Directors for proper discharge of their duties & responsibilities.

The powers, which are not delegated, are exercised by the Board of Directors subject to the restrictions and provisions of the Companies Act, 2013.

**Chapter-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 PublicEnterprises and guidelines of Chief Vigilance Commission for smooth operations of the company.

**Chapter-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**

The overall objectives and framework of rules and regulations of the Company are laid down in the Memorandum and Articles of Association of the Company. Each Department of the Company, while discharging its functions, is guided by manuals, policy and guidelines, which are periodically reviewed and updated. The conduct of the employees is regulated by the Employees’ (Conduct, Discipline and Appeal Rules) and Standing Orders. In addition, the Company follows the directives and guidelines issued by the Government of India on various matters. The operations of the Company are also guided by the Memorandum of Understanding entered into with the Government of India.

**Chapter-VI**

**Statement of Categories of Documents that are held by the Company or under its control**

The Company maintains various statutory documents, registers, books, licenses, Various functional HR Manual, Accounting Manual, Corporate IT Policy, Material Management Manual, Engineering Manual, Safety Manual, Health awareness & occupational Health Manual, Vigilance Manual, agreement etc. for the business operation of the Company, as required under various statutes, rules and regulation as well as Delegation of authorities for the smooth functioning of the Company.

**Chapter-VII**

**Particulars of Arrangement for Consultation with the Members of the Public in relation to the Formulation of Policy or Implementation Thereof**

FAGMIL is a Commercial Organisation and policies formulated by it relate to its internal management and therefore, there is no requirement for consultation with the members of the Public prior to formulation of its internal policies. However, internal policies of the Company are formulated in compliance with the applicable provisions of the statutes, rules and regulations etc.

The members of the public, who are dealing with the Company in its business transaction have any complaints/ grievances, they can approach through e-mail or through the concerned officers for redressal as hosted in the web-site fagmil.nic.in

**Chapter-VIII**

**Statement on the Board & Sub Committees of the Board and other committee**

The Management of the Company is vested with the Board of Directors. The Board comprises of Functional Directors, Govt. Nominee Directors and Independent Director. The Board has reconstituted CSR committee and Audit Committee on 31.07.2020 with specific powers and distinct roles and responsibilities. The detail of committee is as under:

CSR Committee

|  |  |
| --- | --- |
| Brigadier Amar Singh Rathore, Chairman and Managing Director | Chairman |
| Shri NiranjanLal, Part Time Official Director | Member |
| Shri Anilkumar V. Patil, Part Time Official Director | Member |
| Smt. Saraswati Verma, Independent Director | Member |

Audit Committee

|  |  |
| --- | --- |
| Smt. Saraswati Verma, Independent Director | Chairperson |
| Shri Anilkumar V. Patil, Part Time official Director | Member |
| Shri NiranjanLal, Part Time official Director | Member |

**Chapter-IX**

**Directory of Officers and Workmen**

Attached at annexure-II.

**Chapter-X**

**Statement of Monthly Remuneration of Officers and Workmen including the system of Compensation**

The company follows IDA pattern of wages as recommended by 3rd pay revision committee of CPSEs which are as follows;

|  |  |  |  |
| --- | --- | --- | --- |
| CMD-C | 160000-290000 | W-9 | 29000-100000 |
| E-7 | 100000-260000 | W-8 | 29000-90000 |
| E-6 | 90000-240000 | W-7 | 26000-80000 |
| E-5 | 80000-220000 | W-6 | 24000-70000 |
| E-4 | 70000-200000 | W-5 | 22000-65000 |
| E-3 | 60000-180000 | W-4 | 22000-60000 |
| E-2 | 50000-160000 | W-3 | 21000-55000 |
| E-1 | 40000-140000 | W-2 | 20000-52000 |
| E-0 | 30000-120000 | W-1 | 16000-40000 |
|  |  | W-0 | 14000-35000 |

**Chapter-XI**

**The budget allocated to each of its agency, indicating the particulars of all plans, proposed expenditures and reports on disbursements made**

The Company every year prepares Revenue and Capital budget for its ongoing projects.

**Chapter-XII**

**The manner of execution of subsidy programmes, including the amounts allocated and the details of beneficiaries of such programmes**

Not applicable

**Chapter-XIII**

**Particulars of recipients of concessions, permits or authorisations granted by it**

Not applicable

**Chapter-XIV**

**Details in respect of the information, available to or held by it, reduced in an electronic form**

The information related to the Company Profile / Business, Products, Services, Financial performance, Shareholding pattern etc. is available on Company’s Website fagmil.nic.in

**Chapter-XV**

**The particulars of facilities available to citizen for obtaining information, including the working hours of library or reading room, if maintained for public use;**

The company does not maintain any library or reading rooms. However information could be sought from company’s website.

**Chapter-XVI**

**The names designation and other particulars of the Public Information Officers;**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr.No.** | **Name** | **Designation** | **Appellate Authority** |
| 1. | Brigadier Amar Singh Rathore | C&MD | II-Appellate Authority |
| 2. | Sh. S.S. Shekhawat | General Manager | I-Appellate Authority |
| 3. | Sh. R.S. Rathore | DGM(Mining) | CPIO |
| 4. | Smt. SurabhiSaxena | Manager (Pers.) | APIO |
| 5. | Sh. M.S. Parihar | Area Manager | APIO (For Suratgarh, Ramsinghpur and Bikaner group of mines) |
| 6. | Sh. Pankaj Kumar | Area Manager | APIO (For Kavas, Uttarlai and Mohangarh group of mines) |

**Chapter-XVII**

**Other information as may be prescribed and thereafter updated these publications every year;**

Nil.

**Annexure-I**

**Annexure-II**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No.** | **Emp.No.** | **Name** | **Designation** | **PhoneNo.** | **FaxNo.** | **e-mailID** |
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| 2 | 155 | Sh.RajendraSinghRathore | Asstt.G.M.(Mining) | 0291-2551908 | 0291-2544523 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| 3 | 153 | Sh.A.K.Jain | Sr.Manager(Mining) | 0291-2544475 | 0291-2544523 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| 4 | 161 | Sh.SiddharthKumar | CompanySecretary | 0291-2550297 | 0291-2544523 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| 5 | 179 | Sh.ChandraShekharSingh | Dy.Manager(MM) | 0291-2544475 | 0291-2544523 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| 6 | 184 | Smt.SurabhiSaxena | Dy.Manager(Personnel) | 0291-2544707 | 0291-2544523 | [fagmilpersonnel@gmail.com](mailto:fagmilpersonnel@gmail.com) |
| 7 | 187 | Sh.AbhishekMaheshwari | Dy.Manager(Accounts) | 0291-2556624 | 0291-2544523 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| 8 | 192 | Sh.DheerajKumar | AssistantManager(Marketing) | 0291-2544707 | 0291-2544523 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| 9 | 195 | Ms.UrvashiVerma | AssistantManager(Accounts) | 0291-2556624 | 0291-2544523 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| 10 | 134 | Sh.Devilal | AssistantManager(Accounts)D | 0291-2556624 | 0291-2544523 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
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| 14 | 168 | Sh.ChandraPrakashVaishnav | Sr.OfficeSupdt. | 0291-2544707 | 0291-2544523 | [fagmilpersonnel@gmail.com](mailto:fagmilpersonnel@gmail.com) |
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| 1 | 159 | Sh.PankajKumar | Manager(Mining) | 02992-203349, 200501 | 02992-203349 | [fagmilhamira@gmail.com](mailto:fagmilhamira@gmail.com) |
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| 3 | 178 | Sh.PadamataRameshBabu | Jr.Manager(Foreman) | 02992-203349 | 02992-203349 | [fagmilhamira@gmail.com](mailto:fagmilhamira@gmail.com) |
| 4 | 193 | SantoshKumarSingh | Sr.MiningMateGr.-III | 02992-203349 | 02992-203349 | [fagmilhamira@gmail.com](mailto:fagmilhamira@gmail.com) |
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| 2 | 148 | Sh.BonuLakhmuNaidu | AssistantManager(Mining)D | 0151-2544908 | 0151-2544908 | [fagmilbkn@gmail.com](mailto:fagmilbkn@gmail.com) |
| 3 | 180 | Sh.AmitashSharma | Sr.MiningMateGr.-III | 0151-2544908 | 0151-2544908 | [fagmilbkn@gmail.com](mailto:fagmilbkn@gmail.com) |
|  |  |  |  |  |  |  |
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| 1 | 160 | Sh.BhojRaj | Manager(Mining) | 01498-283438 | 01498-283438 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| 2 | 147 | Sh.ArvindKumarJha | AssistantManager(Mining)D | 01498-283438 | 01498-283438 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| 3 | 190 | Sh.MahendraSingh | Sr.MiningMateGr.-III | 01498-283438 | 01498-283438 | [fagmil1@rediffmail.com](mailto:fagmil1@rediffmail.com) |
| **NEWDELHI** | |  |  |  |  |  |
| 1 | 174 | Smt.NamrataDas | Sr.StenographerGr.-I | - | - | - |
| **KAVAS&UTTARLAI** | | |  |  |  |  |
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| **CHITTORGARH** | |  |  |  |  |  |
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