

कोल इण्डिया लिमिटेड  
(एक महारत्न कंपनी)

श्र. श. एवं औ. सं. विभाग

कोल भवन, प्रीमाईस-4, एम. ए. आर. प्लॉट सं: ए. एफ. III

ए. ए.: 1-A, न्यूटाउन, राजरहाट, कोलकाता-700156

सी. आई. एन: L23109WB1973GOI028844

फोन: 033 2324 4112, फैक्स - 033 2324 6527

ई-मेल - gmpnir.cil@coalindia.in

वेबसाइट: www.coalindia.in



5 DECADES OF UNEARTHING ENERGY

COAL INDIA LIMITED  
(A Maharatna Company)

MP&IR DIVISION

Coal Bhawan Premise No.4, MAR Plot No AF-III  
AA-1A, New Town, Rajarhat, Kolkata 700156

CIN:L23109WB1973GOI028844

Phone: 033 2324 4112, Fax - 033 2224 6527

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Website - www.coalindia.in

(एक आई एस ओ:9001:2015, आई एस ओ:14001:2015 एवं आई एस ओ:9001:2015 प्रमाणित कंपनी)

संदर्भ सं: सीआईएल/ सी-5बी/श्रम शक्ति एवं औ.सं./POSH/103

दिनांक: 24.07.2025

**कार्यालय आदेश**

In accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and the rules framed thereunder, an Internal Complaints Committee (ICC) consisting of the following officials is hereby constituted at CIL HQ.

S. No.	Name/ Designation	Position in the Committee
1	Ms. Ratna Tripathy, Dy. General Manager(HR)-Welfare	Chairperson/ Presiding Officer
2	Mr. G. Mohanesh Chengappa, Sr. Manager(HR)-EE	Member
3	Ms. Bhawna Kedia, Sr. Manager(F)	Member
4	Ms. Nayanka Jaiswal, Manager(HR)-Welfare	Member
5	Mr. Amarkant Vats, Dy. Manager(Legal)	Member
6	* One member from among NGO or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment.	

\*Name of the Member as per S.No.6 shall be finalized by the Chairman/ Presiding Officer of the Internal Complaints Committee.

The members of the committee shall hold their office for a period of three years commencing from the respective dates they have been nominated as member of the ICC.

The Internal Complaints Committee shall function as per the provisions laid down in the Act, and the Rules, thereunder.

This order shall come into force with immediate effect.

गोतम बैनर्जी  
(गोतम बैनर्जी)

महाप्रबंधक (मा.सं.)/औ.सं.

**प्रतिलिपि:**

1. All Committee members.
2. CVO, CIL
3. ED(Coordination)/ TS to Chairman, CIL
4. All HODs, CIL - For kind information
5. Technical Secretary to D(T)/D(F)/D(M)/D(HR)/D(BD), CIL
6. General Manager (Systems), CIL- with request to upload the order on CIL's website.
7. Office Copy

### Contact details of Internal Committee (POSH Act)

Sl. No.	Name & Designation	Email ID	Contact Number
1	Ms. Ratna Tripathy, GM (HR/Welfare)/Chairperson of the IC	rtripathy1514@coalindia.in	9438878832
2	Mr. G.Mohanesh Chengappa, Sr.Manager(HR-EE)	<a href="mailto:gm.chengappa@coalindia.in">gm.chengappa@coalindia.in</a>	9584515168
3	Ms. Bhawna Kedia, Sr. Manager (Finance)	<a href="mailto:bkedia.cil@coalindia.in">bkedia.cil@coalindia.in</a>	9433031104
4	Ms. Nayanka Jaiswal, Manager (HR-Welfare)	<a href="mailto:njaiswal@coalindia.in">njaiswal@coalindia.in</a>	9433007355
5	Shri Amarkant Vatsa, Dy. Manager (Legal)	<a href="mailto:amarkant.vatsa@coalindia.in">amarkant.vatsa@coalindia.in</a>	9717367578
6	Ms.Sneha Bhattacharyya, External Member	<a href="mailto:snehabhattacharyya785@gmail.com">snehabhattacharyya785@gmail.com</a>	9874657452