



ओडिशा ODISHA 44AA 834174

AGREEMENT BETWEEN THE TATA STEEL LIMITED AND INDIAN INSTITUTE OF SOCIAL WELFARE AND BUSINESS MANAGEMENT (IISWBM) KOLKATA

This Agreement is made on the 27th day of March in the year 2019 at Kalinganagar, Duburi, Jajpur, Odisha BETWEEN Tata Steel Ltd., an existing Public Limited Company within the meaning of the Companies Act, 2013, having its Registered Office at Bombay House, 24, Modi Street, Fort, Mumbai - 400001 and having one of its integrated steel plants at Kalinganagar, Duburi in the district of Jajpur, Odisha State, here in after referred to as "Tata Steel Kalinganagar (TSK)" (which expression shall wherever the context so permits include its successor and assigns) of the ONE PART.

AND

Indian Institute of Social Welfare and Business Management, Kolkata here in after referred to as IISWBM, Kolkata, located at Management House, College Square, West, Kolkata, 700073 constituted on 25th April 1953 by a resolution passed by the Senate of the University of Calcutta. This was the culmination of the joint initiative taken by the University of Calcutta, the Government of West Bengal, the

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Government of India and the Captains of Industry to set up for the first time a Management Education Institute of India.

WHEREAS

- (1) Tata Steel is Asia's first and India's largest integrated private sector Steel Company, established more than a hundred years ago in 1907 with one of its plants located at Kalinganagar Industrial Complex, Duburi of Jajpur district in Odisha state. The plant at Duburi, Odisha has the capacity to produce 3.0 MTPA of HR coils from its plant and will have further expansion in near future. (2) Indian Institute of Social Welfare and Business Management, Kolkata provides regular courses like MBA, MBA-HRM, MSW, MBA-PS, that includes transportation and logistics Management, MRM, Ph. D, M. Phil, affiliated to Calcutta University and approved by AICTE. (3) With a view to enhance the academic qualification and develop the skills and capabilities of its employees, Tata Steel Kalinganagar has approached IISWBM, Kolkata to conduct specifically designed 2-year Post Graduate Certificate in Supply Chain and Logistics Management as per the syllabus jointly approved by Tata Steel and IISWBM and to award certificate to the participants on their successful completion of the course. (4) IISWBM has agreed to conduct such a 2-year Post Graduate Certificate course in Supply Chain and Logistics Management at the premises of Tata Steel Kalinganagar for providing theoretical inputs to the employees on every Fridays and Saturdays (evening hours) at its campus in Plot # 2, on the terms and conditions agreed between Tata Steel Kalinganagar and IISWBM and comply with all duly approved provisions of the management.

NOW THEREFORE, IN CONSIDERATION OF THEIR MUTUAL COVENANTS THE PARTIES AGREE AS FOLLOWS:

- 1. SCOPE Indian Institute of Social Welfare and Business Management (IISWBM), Kolkata provides regular and short-term courses like MBA, MHRM, MSW, MBA-PS, that includes transportation and logistics Management, MRM, Ph.

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D, M. Phil, affiliated to Calcutta University and approved by AICTE. IISWBM, Kolkata hereby agrees to conduct such specially designed 2-year course in PG Certificate in Supply Chain and Logistics Management at the premises of Tata Steel Kalinganagar, through classroom sessions on every Friday and Saturday (evening hours that is 04:00 pm to 08.00 pm) for the employees of TSK.

- 1.1 Payment process and all communication will be done between TSK Capability Development and IISWBM, Kolkata only. 1.2 The total intake of students for this year shall be a maximum of 40 candidates.

- 1.3 IISWBM, Kolkata shall provide all the necessary inputs and facilities for the above course to the selected candidates of TSK including planning for academic facilities like hard and soft copies of course materials, case study papers, organising doubt clearing classes etc. and organise at least one workshop at their campus in Kolkata once in a year. For this purpose, selected candidates may be divided in 3 small groups for visit to Kolkata on three different dates, to be decided by the Institute. All expenses towards the transportation, fooding for the employees shall be borne by TSK. IISWBM shall organise stay for the employees at their campus hostel or at any other place to be decided by the Institute. Cost to be borne by TSK.

- 1.4 The program shall be completed within two years from the date of commencement of the program. The program for the batch under this Agreement shall begin after May 2019.

- 1.5 TSK jointly with IISWBM shall conduct an admission test/interview for selection from amongst the eligible candidates as per the terms and conditions mentioned in the advertisement, which will be issued by TSK HRM department. The final list of selected candidates for admission shall be sent to IISWBM.

- 1.6 The course structure shall be as approved jointly by TSK and IISWBM and the same shall be liable to be modified and updated from time to time jointly by TSK and IISWBM.

- 1.7 At the end of each semester an examination shall be conducted as per the regulation of IISWBM. The date of commencement of the examination shall be announced well in advance and the schedule of examination shall be announced at least two weeks in advance.

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- 1.8 IISWBM shall provide the result within 3 weeks of the completion of the examination (after end of each semester) to Head Training & Development, TSK for necessary records and updation.

2. MANAGEMENT COMMITTEE

- 2.1 Both the parties agree to constitute a Management Committee with representatives from TSK and IISWBM to decide on matters relating to the conduct of PG Certificate course including but not limited to the level of training, fee structure, qualifying level for admission of the employees of TSK, and any other matter of importance. 2.2 The Management Committee shall keep TSK and IISWBM, Kolkata informed on all important matters and developments related to the PG Certificate course. 2.3 The Management Committee shall consist of the following:

- 1. Chairman To be nominated by TSK 2. Co-Chairman To be nominated by IISWBM 3. Members 2 Members to be nominated by TSK and 2 Members by IISWBM, Kolkata

- 4. Coordinators 1 to be nominated each by TSK and IISWBM, Kolkata. 2.4 The Management Committee shall normally take decisions jointly. In case of a difference of opinion, majority decision shall prevail.

- 2.5 The Coordinators shall interact with each other and act as link between TSK and IISWBM. In case any matter requires urgent decisions, and especially if the Management Committee meeting cannot be held at short notice, the coordinators shall obtain approval of TSK and communicate the same to Management Committee.

- 2.6 The Management Committee shall meet at least once in every three months. 2.7 Policies and plans related to this program shall be reviewed in the Management Committee Meeting and corrective action, if necessary, shall be taken accordingly.

- 2.8 The quorum for the meeting shall be minimum 4 (four) members of which at least one each shall be from TSK and IISWBM.

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3. OBLIGATIONS OF IISWBM

IISWBM shall have the following obligations in imparting the PG Certificate course.

- 3.1 Provide hard and soft copies of course materials and conduct case studies as and when required as per the standard guidelines, approved by Management Committee from time to time. 3.2 Provide qualified, trained and experienced faculty for conducting the Program / classes. 3.3 Conduct the courses on a continuous basis as per schedule. 3.4 Conduct and monitor the 2 years program, carry out the evaluation and examination of the employees (students) and their performance and award Certificates on completion of the program. 3.5 Give appropriate instructions to students to procure the essential students reference kit, Books and periodicals on "Supply Chain and Logistics Management" at the beginning of each semester. 3.6 To bear and pay all other costs and operating expenses related to the Post Graduate Certificate course and except the fees that shall be paid by TSK, as prescribed hereinafter under the clause of its obligations. 3.7 Take due care of all disciplinary issues of the students while they are undergoing the course inside TSK's Training and Development campus (Plot # 2).

4. OBLIGATIONS OF TSK

- 4.1 Provide requisite classroom infrastructure for conducting theoretical classes at Plot 2 training center, TSK 4.2 Sponsor agreed numbers of candidates / employees as stated in clause 1.3 above. 4.3 Pay the course fee as stated in clause 6.1. below. 4.4 Ensure release of the candidates to attend the classes as per schedule. 4.5 TSK will bear to-and-fro travelling expenses for travel of the faculty members by train from Howrah to Jajpur station and back. TSK will make the arrangement of the faculty members for stay and food, including local transport, at Kalinganagar. It is understood that the faculty members would reach Kalinganagar on every Friday afternoon and return on Saturday night after the classes are concluded at 08.00 pm.

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5. SELECTION OF CANDIDATES

- 5.1 Tata Steel Kalinganagar will send the list of eligible candidates to IISWBM for internal selection procedure through written test / interview 5.2 Tata Steel Kalinganagar jointly with IISWBM shall conduct an admission test/interview for selection from amongst the eligible candidates in line with terms of the advertisement, which will be issued by TSK HRM department. Final list of selected candidates for admission shall be sent to IISWBM by TSK.

6. FEE STRUCTURE

- 6.1 Tuition Fee for the entire course of four semesters for Post Graduate Certificate in Supply Chain and Logistics Management, for a maximum of 36 students will be ₹24,25,000/- plus GST (Rupees Twenty-Four lakhs and Twenty-Five Thousand plus GST) only. The fees along with GST are required to be paid in 24 (twenty-four) monthly equal installments to IISWBM.

- 6.2 Payment shall be made based on the monthly invoice to be raised by IISWBM by 7th of every month for the previous month and the same shall be processed by Capability Development Training center, through Finance and Accounts, TSK

- 6.3 A separate single party order on IISWBM shall be placed by TSK, Procurement for the same purpose and shall be booked under TSK, Training Center Cost Center - KG 1514. 6.4 In no event, Tata Steel shall be liable to pay any sum over and above what is stated in clause 6.1 of this agreement.

7. DISCIPLINARY MATTERS

- 7.1 In all disciplinary matters, while undergoing the course, the sponsored students shall abide by the rules and regulations of IISWBM, Kolkata as applicable to its other students and shall be guided by the same.

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shall hold himself out as an agent for the other Party, except with the express prior written consent of the other Party.

This Agreement has been signed in two copies both of which are original documents.

Signed on behalf of M/s Tata Steel Ltd. Signed on behalf of IISWBM, Kolkata

(Suresh Dutt Tripathi) Vice President -HRM, Tata Steel (Rajiv Kumar) Vice President - Operations, Tata Steel Kalinganagar

(Rajiv Kumar) Vice President - Operations, Tata Steel Kalinganagar

Witnesses

(Imdad Ali) Chief HRM, TSK (Dr. Gairik Das) Head Business Management Projects & MDP IISWBM, Kolkata

(Ruru Ranjan Padhi) Head Training & Development, TSK (Dr. Jayanti De) Coordinator Transportation & Logistics Management, MBA PS, IISWBM, Kolkata

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