

## **1.2 Power and Duties of its officers and employees**

Hindustan Aeronautics Limited (HAL) is a Public Sector Undertaking under the Department of Defence Production, Ministry of Defence, Govt. of India. The powers of Company Officials are well defined at all levels in the organization. Duties are assigned to its Officers and Workmen from time to time which are in line with the objectives specified in the Memorandum of Association of the Company. The powers and duties of employees of the Company are derived from the job descriptions, manuals, terms & conditions of appointments and delegation of powers enunciated by the Company.

### **Delegation of Powers**

The powers have been delegated to the Chairman and Managing Director, Whole-time Directors, Chief Executive Officers, Executive Directors, General Managers, Chief of Projects / Chief Designers, Functional Heads and Department/Group Heads of the Company to empower them to discharge their duties & functions commensurate with the responsibilities. These powers are revised from time to time depending upon Organizational requirements and also as per Guidelines of the Department of Public Enterprises (DPE) & Administrative Ministry i.e. Department of Defence Production, Ministry of Defence. The prevailing DoP was issued in 2018 and is amended from time to time.

While discharging the duties and responsibilities, employees are complying with the provisions of the Companies Act 2013 & other applicable statutes, rules and regulations.