

SPECIAL TERMS AND CONDITIONS

1. All the bidders shall clearly understand that the material being offered is on “as generated and as is where is and no complaint basis”. The lot quantity indicated is notional and it may vary at the time of issue. Therefore, all the bidders are advised to inspect the material, process, storage conditions etc., before submitting their bids in the e-auction. No complaint whatsoever will be entertained at a later stage.
2. Sale intimation letter will be issued within 24 hours to the successful Bidder, if the lots are awarded at the bid price after completion of auction. In case the Sale intimation letter is not received, the status may be obtained from DGM (Stores) or Sr. Manager (Disposal Stores).
3. a) Post-Bid Security Deposit (PBSD) is payable by successful bidder @ 11.8% of the Material value for Lots Sold within (07) seven working days excluding Bank/ VSP holidays from the Date of closing of E-auction.

b) In case the successful Bidder fails to pay Post Bid Security Deposit within 7 working days excluding Bank/ VSP holidays from the Date of closing of E-auction, their pre-bid EMD will be forfeited and the bidder will be debarred to participate in the e-auctions for a period of 3 months by de-activating their login ID. If the last date of payment happens to be the Bank/VSP holiday, the payment will be accepted on the next following working day.

c) Post-bid Security Deposit shall be made by way of RTGS/NEFT of any scheduled Bank favouring RINL, payable at Visakhapatnam (Account Number 2430201000080, Account Name: RINL Stores e-Auction EMD A/c).

d) Immediately after closing of e-Auction, a system generated automatic Sale Intimation Letter will be issued by e-mail to the Successful Bidder. It must be noted by the Bidders that such Sale Intimation Letter will be issued by RINL- VSP only for the purpose of record and payment of Post-Bid Security Deposit. Bidders must, therefore keep a watch on their incoming e-mails.

e) Before generation of sale order, total value of sale amount shall be collected from the bidder. PBSD is not adjustable with material value.

f) RINL shall issue tax invoice in favor of bidder for forfeiture of PBSD amount considering the applicable GST.

g) In case of inter-state sales IGST shall be charged.

h) It is not possible to adjust PBSD from any other sum of money due from the plant on account of material value, pending bills, security deposit paid towards another tender/e-auction.

i) The bidders submitting the required documents only are enabled to participate in the auction.

Note: Bidder has to send e-mail / letter to RINL/VSP confirming the UTR Number / Transaction code mentioning the e-auction reference, amount transferred, purpose (i.e. EMD/PBSD/MATERIAL VALUE) for further action at RINL/ VSP.

4. The successful bidder shall make payment for full value of material including Taxes & duties within 15 days from the date of LOA, excluding the date of LOA. The sale order shall be issued only after full payment made. Sale Order for part quantity of any physical lot will not be issued.

Sale Order shall be produced in original by the buyer at the time of taking delivery of materials from VSP.

Aadhar & specimen signature of the buyer / authorized person on behalf of buyer to be uploaded on-line while applying for registration. If registration already done, then log-in and submit the above details on-line in VSP website. https://crm.vizagsteel.com/sap/bc/webdynpro/sap/Z_CUST_SELF_REGISTRATION Alternative site: <https://crm.vizagsteel.com/>, 'New Customer' - [click here to Register](#)

(In Corporate portal : www.vizagsteel.com >>Commercial>>MM>>e-Auction of disposal items>> <https://crm.vizagsteel.com>)

After fulfilling the above requirements, only registered person shall authorize their representatives for taking delivery of material.

5. The buyer has to satisfy himself about the quality, quantity, age, and condition etc of the materials before participating in the auction. The buyer must upload the details of their authorized person by uploading his Aadhar Card copy in VSP website: https://crm.vizagsteel.com/sap/bc/webdynpro/sap/Z_CUST_SELF_REGISTRATION Alternative site: <https://crm.vizagsteel.com/> to whom they are giving authorization to participate in e-auction etc with VSP. VSP allows buyer to inspect the material during working hours of disposal stores.
6. Loading and transportation of material will be in the scope of successful bidder. However material will be issued to the successful bidder during working hours of disposal stores.
7. Quantity weighed at seller's weighbridge is final and binding on both the buyer and seller. No dispute will be entertained after the material leaves VSP stores premises.
8. Starting Bid Price (SBP) indicated during the live auction is Basic Price on which Duties & Taxes are extra as applicable at the time of delivery.
9. All other procedures shall be as per General terms & Conditions. In case of any conflict in the interpretation of above clauses vis-à-vis the General Terms & Conditions, the SpecialTerms & Conditions shall prevail.

GENERAL TERMS AND CONDITIONS

1. PREAMBLE

- i) Sale of materials through auction from Disposal stores will be governed by the Special Terms and Conditions (STC) & General Terms and Conditions (GTC).
- ii) The quantities indicated in the Auction are only indicative and may vary up to (+/-) 10%. No claim on this account will be entertained.

2. INSTRUCTIONS TO THE BIDDER

- i) All the information useful to Bidders/ Buyers pertaining to Disposal activity will be updated on RINL website from time to time. Bidders/ Buyers are advised to visit the RINL website to access the same.
<https://www.vizagsteel.com/myindex.asp?tm=3&url=code/mm/disposal.asp>
- ii) Due to any reason the date of auction is postponed, information regarding the same will be displayed on the website. <https://srm.vizagsteel.com>.
- iii) Online Bids will only be accepted. Bidders are advised to go through the "user manual for disposal of scrap and assorted items" to make themselves aware of the online auction bidding process.
Link: <https://srm.vizagsteel.com/irj/go/km/docs/documents/crmauction.pdf>
(For User Manual : <https://srm.vizagsteel.com>>> click on user manual for byproduct sales auction.)
- iv) In case of any issue with respect to buying of scrap and assorted items, the same needs to be informed and sorted out well before the commencement of the e-auction. For assistance prior to or during e-auctions bidders may contact.
SHRI.K MURALIKRISHNA DGM (Stores), 9849334413, RINL, Visakhapatnam Steel Plant, Visakhapatnam- 530 031. e-Mail ID: kmuralikrishna@vizagsteel.com , OR
Shri KCHVS PRASAD, Sr. Mgr (Disposal Stores), 9701347997, Visakhapatnam Steel Plant. e-Mail ID: kchvs@vizagsteel.com
- v) Physical lots are made from used/ defective/ surplus materials. However, before participating in the e-auction, the bidders may inspect the material.
- vi) Rate quoted is in Rupees (INR) per the unit mentioned against the material. The rate quoted is Ex- VSP Works basis and exclusive of all Duties & Taxes which shall be charged extra as applicable
- vii) In connection with sale of Hazardous Waste materials and specified categories of Non-Ferrous Metals, the auction will be governed by the Hazardous Wastes (Management and Handling) Rules, 1989 and its amendments, of the Central Government. Under Rule 7 (sub-rule 6) of the Hazardous Wastes Rules, in case of transport of hazardous wastes

to a facility for treatment, storage and disposal existing in a State other than the State where hazardous wastes are generated, the buyer shall have to obtain No objection Certificate from the State Pollution Control Board or Committee of the concerned State or Union territory Administration where the facility is existing. Notarized copy of such NOC must be submitted before issue of delivery order within the specified time.

3. PRE BID EARNEST MONEY DEPOSIT (EMD) AND SECURITY DEPOSIT (SD)

- i) **EARNEST MONEY DEPOSIT (EMD):** Customers intending to participate in the e-auction shall have to deposit the interest free Earnest Money Deposit (EMD) of Rs 59000/- (Rupees Fifty Nine thousand only) by online modes (RTGS/ NEFT/ Online Fund Transfer Etc.) up to 17:00 hours of the previous day of the e-auction. EMD amount is fixed for all auctions.

In case of forfeiture of EMD amount RINL shall issue tax invoice in favor of bidder considering the applicable GST.

It is not possible to adjust EMD from any other sum of money due from the plant on account of material value, pending bills, security deposit or EMD paid towards another tender/e-auction. The bidders submitting the valid EMDs and other required documents only are enabled to participate in the auction.

- ii) **SECURITY DEPOSIT (SD):** All the terms of this clause covered in Special Terms and conditions under point No. 3

RINL BANK DETAILS

Account details for depositing SD/ Material value is hereunder:

<i>Account Name</i>	RINL-STORES e AUCTION EMD A/C
<i>Bank</i>	CANARA BANK
<i>Branch</i>	PROJECT OFFICE VISAKHAPATNAM STEEL PLANT
<i>Location</i>	VISAKHAPATNAM STEEL PLANT
<i>Account No</i>	2430201000080
<i>IFSC Code</i>	CNRB0002430
<i>MICR CODE</i>	530015007

4. POST BID SECURITY DEPOSIT (PBSD) FORFIETURE AND DEBARMENT

- i) In respect of the successful bidder, the Pre-bid EMD shall not be adjusted towards PBSD. In case the successful Bidder fails to pay post bid security deposit (PBSD) within 7 (Seven) working days excluding Bank/VSP holidays, the pre-bid EMD will be forfeited and the bidder will be debarred to participate in the e-auction for a period of 3months.
- ii) In respect of unsuccessful bidders, the EMD will be returned after finalization of auction only on written request from the bidder/customer. In case of successful bidder, the EMD will be returned on written request after successful execution of the sale order. No interest shall be paid on EMD.
- iii) VSP may allow additional time of 30 days for making payments with penalty @17% per annum beyond the free time allowed in LOA as stipulated in Special terms and conditions point no. 4. In case buyer has defaulted in making payment for full sales value within the time limits specified in the LOA with additional time of 30 days, VSP may cancel the sale and EMD/PBSD (whichever is higher) shall be forfeited.
- iv) PBSD will be released after lifting the entire lot quantity evidenced by the lot closure certificate issued by the custodian of the lots.

5. LETTER OF ACCEPTANCE (LOA)

- i) Disposal Stores shall issue the Letter of Acceptance (LOA) to the successful bidder immediately on receipt of PBSD amount from the successful bidder for accepted lots. The Letter of Acceptance shall include inter-alia details regarding payment to be made towards total material value. Letter of Acceptance shall be issued for each lot separately.
- ii) Such letter of acceptance shall be issued based on final rates of the successful bidder and accepted by VSP.

6. FINANCIAL ARRANGEMENT

- i) The successful bidder should pay the value of the material including Taxes and Duties, etc., by way of RTGS/NEFT of any scheduled Bank favoring RINL, payable at Visakhapatnam (Account Number 2430201000080, Account Name: RINL Stores e-Auction EMD A/c).

Payment conditions covered at Special terms and conditions under point No. 4.

7. DELIVERY OF MATERIAL

- i) The materials sold shall be removed by the Buyers from one side of the Lot as per the sole direction of the Seller and no segregation/pick and choose of items from the sold Lots shall be permitted. For the purpose of removing the materials, the successful Bidder shall deploy or engage their own personnel at their own cost and shall keep the Seller fully indemnify against any claims whatsoever including claim for wage, injuries, compensation, death etc. They must follow all safety rules in this connection wherever applicable. The buyer shall be liable for any violation of such rules.
- ii) **DISMANTLING OF MATERIAL FOR LOADING:** In case any cutting permission is required for dismantling operations, the permission shall be obtained by the Buyers from the Seller and it will be sole discretion of the Seller to allow or not to allow such cutting permission. In case such permission is granted by the seller, such operation has to be undertaken at buyers cost and risk. They must follow all safety rules in this connection wherever applicable. The buyer shall be liable for any violation of such rules.
- iii) If the bidder intends to take the deliveries through his representative he must authorize his representative by a letter of authorization giving name and details of such representative. The letter of authorization will be with the signature and photograph of the representative duly attested by the bidder, who is authorized for the activity.

8. DELIVERY SCHEDULE/ IMPOSITION OF GROUND RENT

- i) As per sale order, 30 days free period will be allowed for lifting of total material sold. In case the total material is not lifted within 30 days of free period, thereafter a penalty @1% per week on the basic value of the quantity not lifted plus GST towards ground rent will be levied.

The maximum time limit for lifting the material after expiry of 30 days free period is 14 days with a penalty @1% per week plus GST.

However VSP at its sole discretion can consider delay beyond 14 days for allowing the successful bidder to lift the material subject to payment of penalty @ 1% per week plus GST.

- ii) Any losses due to breach of sale order by the bidder will be recovered from bidder through any other due amounts pending against the bidder either under this auction or under any other auction.

9. TAXES & DUTIES

- i) The GST shall be charged extra as per applicable rates. Taxes are applicable as per GST rules. TCS (Tax Collected at Source) is applicable as per statutory guidelines. Any other statutory levies imposed by Government, even after the bid but before the sale are also to be paid extra by buyer.

- ii) If the bidder claims any GST exemption/concession under any form issued by any department other than GST authorities, the bidder shall pay the difference between full applicable rate of tax and rate chargeable as per the concession form eligible as deposit. This deposit will be refunded after completion of GST assessment of the company.

10. REFUND OF SD/SALES ORDER BALANCE/CLOSURE OF LOT

- i) The PBSD and balance refundable amount shall be released only after the receipt of delivery completion report, closure of lot report, from the custodian of material and after adjusting any dues to VSP.

11. GENERAL

- i) In case payments are not made or materials are not lifted after making part/full payment as per the conditions of the auction, the Company (RINL) will have the full right to dispose of the lot in any manner, as it deemed fit. The bidder will have no claim on such materials.
In such cases, the EMD/PBSD (whichever is higher) shall be forfeited.
For any losses on account of such failure by the bidder, RINL shall have right to recover the losses apart from other rights available to RINL under the law. Decision of RINL/VSP shall be final and binding in this regard. The bidder is not entitled for any gain on account of such acts of VSP
- ii) If the fulfilment of the contract is rendered impossible by any Executive or Legislative Act done by or on behalf of the government the contract or any non-fulfilment part thereof will be cancelled.
- iii) The Company at its entire discretion may terminate the contract without any notice to the buyer in case there is any mala fide intention noticed during lifting of materials from VSP. In the event of such termination of contract, the EMD/PBSD (whichever is higher) will be forfeited and RINL shall have right to recover the losses, if any, incurred during disposing off such material.
- iv) Bidder will not be entitled to claim any compensation of whatsoever nature if termination/cancellation is imposed by VSP for any reason
- v) Any damage caused to VSP's property or its contractor's personnel within VSP's premises by the bidder during the operation of the contract will be to his account and are recoverable.
- vi) Except the matters covered by the terms of the contracts, where a decision is provided or where it is declared to be final, if at any time, any question, dispute or difference whatsoever shall arise between RINL/VSP and the Bidder upon or in relation to or in connection with the contract either party may forthwith give to the other notice in writing of the existence of such question dispute or difference and the same shall be referred to the adjudication of an arbitrator to be nominated by RINL / VSP.
The performance of the obligations under the contract shall unless otherwise

directed by the arbitrator, continue during the arbitration proceedings and no payment due or payable by the parties shall be withheld on account of such proceedings.

The award of the arbitrator shall be final and binding on both the parties and the provisions of the Arbitration and Conciliation Act, 1996, and the rules there under and any statutory modification thereof shall be deemed to apply to and be incorporated in this contract.

The venue of arbitration shall be at Visakhapatnam, Andhra Pradesh, India.

- vii) All suits or proceedings relating to any dispute or any claim arising out of or in the course of performance of the contract shall be subjected to the exclusive jurisdiction of the courts at Visakhapatnam only.

12. TERMS OF SALE ORDER

1. The Sales Order is subject to Terms and Conditions for Sale of materials through e-auction.
2. The hired/own vehicles have to be sent by the buyer with prior intimation to the Disposal Stores for lifting the materials.
3. The Buyer will not make unauthorized use of company's land for any purpose including dumping of any material purchased against this sales order from company and in case of any violation of these terms/clauses, company will reserve the right to suspend supplies against the sales order and / or other sales orders and / or cancel the sales orders altogether.
4. The Buyer will ensure that proper discipline and decorum is maintained by the workmen employed by or through him at works and in and around the plant site of the company.
5. With regard to the work and the labour directly or indirectly employed in the works, the Buyer will conform in all respect with the provision of any statute, ordinance or laws and the rules, regulations of by-laws brought into force by the central and the state governments or the local authority from time to time and will keep the company indemnified against all penalties and liabilities of every kind for breach of any such statute ordinance, Law, rules and regulations or by-laws.
6. The Buyer will be fully responsible for the safety of his workmen and employees. The Buyer will however, follow all instructions and directions that the safety department of company may issue from time to time in regard to safety measures. The Buyer will be responsible for all accidents arising out of this work however and whatever, occurring in Plant and should ensure that they are reported without delay to the safety

department of the company. The Buyers will also assist in regard to the enquiry and implementation of the safety measures.

7. If GST authorities at any time charge GST, at a higher rate for any reason whatsoever the Buyer shall have to bear the difference of amount of taxes / duties immediately on demand.

13. GENERAL RULES AND REGULATIONS GOVERNING TO CONDUCT ONLINE AUCTIONS

1. INTRODUCTION:

This Online Forward Auction is being conducted by Rashtriya Ispat Nigam Limited,, Visakhapatnam Steel Plant on the E-Auction Platform : LINK:<https://srm.vizagsteel.com>.

The key terms pertaining to the online Auctions are provided at point No. 14. Prospective Bidders are advised to read through the same & understand thoroughly.

2. ROLE OF CUSTOMER/BIDDER

The role of the Bidder is outlined below:

- i) The Bidder would participate in the auction with the aim of bidding to secure the auctioned item in the Online Auction.
- ii) The Bidder would be provided access to the Online Auction through a "User ID" protected by a "Password". The Bidder needs to ensure that the "User ID" and "Password" is not revealed to unauthorized persons. Bidders are also requested to change the Password allocated to them by RINL to keep their confidentiality. However it would be Bidder's sole responsibility to ensure the security and privacy of the same and he/they would not hold "RINL" responsible in any manner whatsoever for any misuse of these user IDs and/or Password. The access to the auction mechanism shall be provided to all the approved Bidders subsequent to obtaining their written consent to the General Rules & Regulations and the Letter of Interest.
- iii) Buyers hereby confirm that they shall commit to lift the item (being bid for) at the price entered by them in the auction engine and at the terms and conditions specified herein. All prices entered shall be legally binding on the Buyers. Buyers are strongly advised to exercise due diligence while placing bids.
- iv) In the event of winning an allotment in the auction mechanism, the Buyer shall commit to fulfil outlined obligations under the contract between Winning Buyer and RINL.

- v) The Buyers shall bid on the terms & place their bid in the auction engine in the manner specified herein. The Buyers shall not stipulate any conditions on their own unless the terms herein expressly permit such conditions being stipulated by the Buyer. Bids entered with conditions attached shall be considered Conditional bids & RINL retains the right of rejecting these bids.

3. CONDUCT OF THE AUCTION

- i) Only those buyers who have submitted EMD amount and other necessary documents to the "RINL" prior to the start of Online Auction will be given "Login ID" and "PASSWORD" to enable them view and participate in Online Auction.
- ii) The online auction shall be conducted on pre-specified date. The Key terms pertaining to the conduct of online auction such as "START TIME", "DATE", AND "AUTO EXTENSION FACILITY" shall be specified separately for each auction.
- iii) The duration of online auction may also vary from the pre-specified period of time either on account of termination of the Online Auction by "RINL",
OR
In case of situations where it is felt that continuance of the auction proceedings is prejudicial to the smooth conduct and / or the integrity of the auction process.
OR
Due to Auto Extension during the Auction, duration may increase from specified period.
- iv) In the event of any problems being faced in the smooth conduct of the online auction, RINL, shall have the right to undertake one or more of the following steps:
- a) Cancellation/ premature termination of the Online Auction with/ without a subsequent rerun of the auction on a mutually decided date
- b) Cancellation of a bid
- c) Locking / deactivate a Customer's account (suspension of operations in the account), etc.

14. DEFINITION OF KEY TERMS

A reference herein to different expressions / abbreviation used shall mean the following

VIZAG
Pride of Steel

- i) **RINL** shall mean "RASHTRIYA ISPAT NIGAM LIMITED" and **VSP** shall mean "VISAKHAPATNAM STEELPLANT"
- ii) **EMD** – Earnest Money Deposit
- iii) **PBSD** – Post Bid Security Deposit
- iv) **Auction:** Auction refers to a forum where the requirement for one/more lots of an item is stated and the participants (buyers) are required to bid down the price to be selected to supply the requirement.
- v) **Online Auctions (E-Auctions):** Online auctions refer to those auctions conducted through the Internet with the buyers (from one or more locations) simultaneously bidding to be selected for supplying the item/s on Auction. In other words, the venue for the auction is on an Internet website/platform.
- vi) **Award at the Auction:** Only one buyer (normally the buyer who quotes the highest price) is awarded all the units of the item being auctioned. The buyer quoting the highest price is normally allotted the item.
- vii) **Buyer:** Buyer is the individual/ business entity participating in the auction, intending to buy the item(s). To become a Buyer in the auction, a business entity has to secure approval for participation and also provide written assent to the General Rules and Regulations.
- viii) **Auction Engine:** Auction Engine refers to the software that encapsulates the entire auction environment, processing logic and information flows. RINL is the sole owner of the auction engine and retains exclusive right over the utilization of the same.
- ix) **Timings of the Online Bid:** All the timings of the Online Bid shall be based on the time indicated by the Server hosting the Auction Engine.
- x) **Start Time:** Start time refers to the time of commencement of the conduct of the online auction. It signals the commencement of the Price Discovery process through competitive bidding.
- xi) **Duration of the Auction:** It refers to the length of time the price discovery process is allowed to continue by accepting bids from competing customers. The duration of the auction would normally be for a pre- specified period of time. However, the bidding rules may state the conditions when the pre- specified duration may be curtailed/ extended.
Curtailed/ extended.
Automatic extension in the event of no bids for a specified period of time (Inactivity Time)
Automatic extension in the event of bids being entered towards the end of the scheduled duration to facilitate the other customers to view and react to the bid.

- xii) **Auto Extension of the Auction Timings:** In the event of bids in the last few minutes of the scheduled bid time, the Bid Timings are automatically extended for a specified period from each such bid. Such Auto Extension shall continue until no bids are placed for the specified period (Engine remains inactive for the specified period). The Inactivity Time for Auto Extension purpose is normally 3 minutes. RINL however retains the right to change the same.
- xiii) **End of the Auction:** End of the Auction refers to the termination of the auction proceedings signalling an end to the price discovery process.

15. CANCELLATION OF SALE ORDER:

VSP reserves the right to cancel the sale order, withdraw from sale of any material any time and refund EMD and PBSB without assigning reasons thereof. VSP also reserves the right to withdraw from sale at any point of time for any material, for own use, or otherwise even after the issuance of Sale order. In such case the sale order amount will be refunded to buyer and no interest will be paid for such refund.

16. PUNITIVE CLAUSE AGAINST SUBMISSION OF FORGED / FALSE DOCUMENTS

If it comes to the notice of the VSP at any stage right from request for enlistment that any of the certificates/ documents submitted by applicants for enlistment or by bidders are found to be false /fake/doctored, the applicant/ buyer will be debarred from participation in all VSP tenders for a period of 5 years including termination of contract, if awarded. EMD/PBSB etc. if any, will be forfeited. The buyer in such case shall make good to VSP any loss or damage resulting from such termination. Contracts in operation anywhere in VSP will also be terminated with attendant fallouts like forfeiture of EMD/PBSB, if any, and recovery of risk and cost charges etc. Decision of VSP management will be final and binding.

17. TERMINATION / BREACH OF CONTRACT

In the event of buyer fails to fulfil any of the contractual obligation including non-payment as per the LOA, non- lifting of the materials under this agreement VSP's decision in regard to buyer failure being final and binding on the buyer. VSP shall have the full liberty to cancel the sale with immediate effect for the materials under the sale not taken delivery of by the buyer as on that date in which case the balance material value shall stand forfeited. In the event of such cancellation, the buyer will not have any claim whatsoever on VSP.

18. FORCE MAJEURE

The contract is subject to force majeure conditions i.e. of any event happens which is beyond human control like civil disobedience, cyclone, flood and other similar events, which makes the performance of the contract impossible then the seller will not be held responsible for non-execution of the contract and the customer cannot claim any compensation or damage whatsoever on this account. For such force majeure conditions seller may extend the validity, to the extent of period cost on account of force majeure.

19. DOCUMENTS FOR SCRAP VEHICLES

VSP will not provide any documentation for the Used/Scrap Vehicles like 'C-Book', 'No Objection Certificate' etc. The buyer of the Used/Scrap Vehicles is responsible for any consequences after taking delivery of the vehicles from VSP.

20. SPECIAL CONDITIONS

1. GST to be paid by the buyer on all penalties like late payment/late lifting charges etc.
2. The buyers have to get their labour for loading the scrap with
 - a) Group insurance for labour to be deployed by the buyer.
 - b) Safety training for labour to be deployed by the buyer at RINL safety department.
 - c) Buyer has to submit undertaking that the buyer would be responsible for all issues pertaining to labour.