

MHIC110001262016



Exh.No.O-

BEFORE THE PRESIDING OFFICER, INDUSTRIAL TRIBUNAL
AT SATARA.
Reference (IT)No.4/2016

Godrej & Boyce Mfg. Co.Ltd. . First Party.

V/s.

Shivkranti Kamgar Sanghatana. . Second Party.

: ORDER BELOW EXH.U-81
(03.10.2025)

1. Second party union has filed this application for production of documents wherein second party union has sought balance sheet / Annual reports of first party undertaking for last four years, stating that those balance sheets and annual reports are necessary and relevant for the purpose of adjudication of present reference.
2. First party has filed reply below exhibit C-87 wherein first party has denied the adverse allegations made against it.

As per first party, documents sought are not relevant. Second party Union has filed this application with an intention to secure some defence. Such fishing and roving Enquiry is not permissible. With these averments, First party prayed that the application filed by the second party union be rejected.

3. Heard both the advocates. It is to be noted that this is a general demands' reference. For the purpose of adjudicating reference of general demands, formula of "Region cum industry" is a criteria. At the same time, it is necessary to see what will be the burden of demands, and whether first party company is having financial capacity to bear said burden. For the purpose of deciding financial capacity / status of the first party and future prospectus and growth of the first party, it is certainly necessary to bring on record documents like balance sheet and annual reports. At the same time, those balance sheets / annual reports of the group of companies is not necessary. What is necessary is the documents pertaining to Shirval unit in respect of which the present reference is raised by the second party union. First party company has shown its

readiness and willingness to produce balance sheet of first party Company for Shirval unit. Under such circumstances, I proceed to pass following order.

ORDER

- 1) The application is partly allowed.
- 2) First party company is directed to produce balance sheet and annual reports (if available) of first party company at Shirval unit for the period mentioned in the application, on or before next date.

Satara.

Date : 03.10.2025

(S. V. Suryawanshi)
Presiding Officer,
Industrial Tribunal, Satara.

Argued On:03.10.2025.
Dictated on: 03.10.2025
Transcribed on: 04.10.2025
Checked and signed on: 15.10.2025