

REF/RCL/SEC/2012

Date: 27<sup>th</sup> January 2012

**1. National Stock Exchange of India Limited**  
Exchange Plaza, Bandra Kurla  
Complex, Bandra (E),  
MUMBAI - 400051

**2. The Stock Exchange, Mumbai**  
Phiroze Jeejeebhoy Towers  
Dalal Street, MUMBAI - 400 001

Dear Sir,

**Sub: Labor Unrest and damage to the property at our plant, Yanam.**

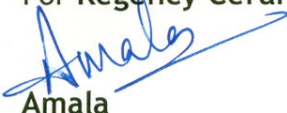
There is a sudden development at our plant at Yanam today due to labour unrest taking a serious turn. It is learnt that this morning about 400 workers entered the plant premises and caused severe damage to the equipment, electronic parts, vehicles, computers and other assets. It is also learnt that they have set fire in the plant premises causing damage/destruction to important equipments. It is reported that they have also beaten up the staff and other co-workers working in the morning shift. The exact damage and loss to property is yet to be ascertained. Local authorities have declared the town under Sec.144. It appears that the situation is tense.

For the last few days, the situation was peaceful with some sort of non cooperation from workers who were demanding to re-instate one dismissed and a few suspended workers. They also wanted increase in their wages and the management has introduced a production oriented incentive scheme that is mutually beneficial. The conciliation proceedings before the labour commissioner are also in process to bring out an amicable agreement.

We wish to bring the above facts for your information.

Thanking you,

Yours faithfully,  
For **Regency Ceramics Ltd**

  
**Amala**  
Company Secretary