



2026:KER:21938

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE N.NAGARESH

FRIDAY, THE 13TH DAY OF MARCH 2026 / 22ND PHALGUNA, 1947

WP(C) NO. 44193 OF 2025

PETITIONER:

LINSON K. THOMAS,
AGED 38 YEARS,
S/O. K.F. THOMAS, ASSISTANT GRADE-I,
TECHNICAL FOOD CORPORATION OF INDIA,
DIVISIONAL OFFICE, VALIYATHURA,
THIRUVANANTHAPURAM, RESIDING AT PGRA 40,
GREEN LANE, PLAMOODU, PATTOM P.O.
THIRUVANANTHAPURAM, PIN - 695004

BY ADVS.
SRI.D.KISHORE
SMT.MEERA GOPINATH
SRI.ANANT KISHORE

RESPONDENTS:

- 1 UNION OF INDIA,
REPRESENTED BY ITS SECRETARY,
MINISTRY OF CONSUMER AFFAIRS,
FOOD AND PUBLIC DISTRIBUTION,
ROOM NO. 173, KRISHI BHAVAN,
NEW DELHI, PIN - 110001
- 2 THE FOOD CORPORATION OF INDIA,
REPRESENTED BY ITS GENERAL MANAGER,
REGIONAL OFFICE (KERALA),
KESAVADASAPURAM, PATTOM P.O.,
THIRUVANANTHAPURAM, PIN - 695004



W.P.(C) Nos.44193/2025 & 125/2026

: 2 :

- 3 THE GENERAL MANAGER (KERALA) ,
(DISCIPLINARY AUTHORITY) ,
FOOD CORPORATION OF INDIA,
REGIONAL OFFICE, KESAVADASAPURAM,
PATTOM P.O. ,
THIRUVANANTHAPURAM, PIN - 695004
- 4 THE ASSISTANT GENERAL MANAGER,
(DISCIPLINARY AUTHORITY)
FOOD CORPORATION OF INDIA,
DIVISIONAL OFFICE, VALIYATHURA,
THIRUVANANTHAPURAM, PIN - 696008
- 5 THE ASSISTANT GENERAL MANAGER, (PERSONNEL)
FOOD CORPORATION OF INDIA,
ZONAL OFFICE (SOUTH) NO.3, HADDOWS ROAD,
CHENNAI, TAMIL NADU, PIN - 600006
- 6 THE DIVISIONAL MANAGER,
FOOD CORPORATION OF INDIA, DIVISIONAL OFFICE,
VALIYATHURA, THIRUVANANTHAPURAM, PIN - 695008
- 7 THE INTERNAL COMPLAINTS COMMITTEE
REPRESENTED BY ITS PRESIDING OFFICER,
FOOD CORPORATION OF INDIA, DIVISIONAL OFFICE,
VALIYATHURA, THIRUVANANTHAPURAM, PIN - 695008
- 8 RUGMA V.M. ,
ASSISTANT GRADE,
TECHNICAL FOOD CORPORATION OF INDIA,
DIVISIONAL OFFICE, VALIYATHURA,
THIRUVANANTHAPURAM, PIN - 695008

BY ADVS .

SRI.KARTHIK S. ACHARYA
SRI.JOSE KURIAKOSE (VILANGATTIL)
SRI.M.RAJENDRAN NAIR (THONNALLOOR)
SRI.K.JAJU BABU (SR.)
SRI.RENJITH R. NAIR (KOLLAM)
SRI.SANOJ R. NAIR
SRI.SREEJITH R.NAIR



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: 3 :

SRI.KARTHIK S.A., CGC
SRI.L.SUNDARESAN, ASGI

THIS WRIT PETITION (CIVIL) HAVING BEEN FINALLY HEARD
ON 02.02.2026, ALONG WITH WP(C).125/2026, THE COURT ON
13.03.2026 DELIVERED THE FOLLOWING:



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W.P.(C) Nos.44193/2025 & 125/2026

: 4 :

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE N.NAGARESH

FRIDAY, THE 13TH DAY OF MARCH 2026 / 22ND PHALGUNA, 1947

WP(C) NO. 125 OF 2026

PETITIONER:

LINSON K. THOMAS,
AGED 38 YEARS,
S/O. K.F. THOMAS,
ASSISTANT GRADE-I,
TECHNICAL FOOD CORPORATION OF INDIA,
DIVISIONAL OFFICE, VALIYATHURA,
THIRUVANANTHAPURAM, PIN - 695008

BY ADVS.
SRI.D.KISHORE
SMT.MEERA GOPINATH
SHRI.ANANT KISHORE

RESPONDENTS:

- 1 UNION OF INDIA,
REPRESENTED BY ITS SECRETARY,
MINISTRY OF CONSUMER AFFAIRS,
FOOD AND PUBLIC DISTRIBUTION,
ROOM NO. 173, KRISHI BHAVAN,
NEW DELHI, PIN - 110001
- 2 THE FOOD CORPORATION OF INDIA,
REPRESENTED BY ITS GENERAL MANAGER,
REGIONAL OFFICE (KERALA), KESAVADASAPURAM,
PATTOM P.O., THIRUVANANTHAPURAM, PIN - 695004
- 3 THE GENERAL MANAGER (KERALA),
(DISCIPLINARY AUTHORITY)
FOOD CORPORATION OF INDIA, REGIONAL OFFICE,



W.P.(C) Nos.44193/2025 & 125/2026

: 5 :

KESAVADASAPURAM, PATTOM P.O.,
THIRUVANANTHAPURAM, PIN - 695004

- 4 THE ASSISTANT GENERAL MANAGER
(DISCIPLINARY AUTHORITY)
FOOD CORPORATION OF INDIA,
DIVISIONAL OFFICE, VALIYATHURA,
THIRUVANANTHAPURAM, PIN - 696008
- 5 THE ASSISTANT GENERAL MANAGER, (PERSONNEL)
FOOD CORPORATION OF INDIA, ZONAL OFFICE (SOUTH)
NO.3, HADDOWS ROAD, CHENNAI,
TAMIL NADU, PIN - 600006
- 6 THE DIVISIONAL MANAGER,
FOOD CORPORATION OF INDIA,
DIVISIONAL OFFICE, VALIYATHURA,
THIRUVANANTHAPURAM, PIN - 695008
- 7 THE ASSISTANT GENERAL MANAGER, (IRS)
FOOD CORPORATION OF INDIA HEAD QUARTERS,
16-20, BHARATHAMBA LANE,
NEW DELHI, PIN - 110001
- 8 THE ASSISTANT GENERAL MANAGER (IRS)
FOOD CORPORATION OF INDIA, REGIONAL OFFICE
(KERALA), KESAVADASAPURAM, PATTOM P.O.,
THIRUVANANTHAPURAM, PIN - 695004

BY ADVS.
SMT.ANJU DIVAKAR, CGC
SRI.T.C.KRISHNA, SENIOR PANEL COUNSEL
SRI.JOSE KURIAKOSE (VILANGATTIL)
SRI.M.RAJENDRAN NAIR (THONNALLOOR)
SRI.K.JAJU BABU (SR.)
SRI.L.SUNDARESAN, ASGI

THIS WRIT PETITION (CIVIL) HAVING BEEN FINALLY HEARD
ON 02.02.2026, ALONG WITH WP(C).44193/2025, THE COURT ON
13.03.2026 DELIVERED THE FOLLOWING:



W.P.(C) Nos.44193/2025 & 125/2026

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CR

N. NAGARESH, J.

.....
W.P.(C) Nos.44193 of 2025 and 125 of 2026
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Dated this the 13th day of March, 2026

J U D G M E N T

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Both these writ petitions are filed by the petitioner who is working as Assistant Grade-I Technical in the Food Corporation of India, Divisional Office at Thiruvananthapuram. W.P.(C) No.44193 of 2025 has been filed seeking to quash Exts.P16 and P17 orders and to direct respondents 2 to 6 to permit the petitioner to continue in service in the Divisional office of the 2nd respondent where he was working prior to the order of transfer or in any other offices



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of the 2nd respondent at Thiruvananthapuram. In W.P.(C) No.125 of 2026, the petitioner seeks to quash Exts.P15 to P17 orders and to permit the petitioner to continue in service in his present station or in any other offices of the 2nd respondent at Thiruvananthapuram.

2. The petitioner states that the petitioner and his wife are both working as Assistant Grade Officers in the Divisional Office, Thiruvananthapuram. With respect to a Will executed by the petitioner's father-in-law, there arose certain disputes between the petitioner and his sister-in-law. The sister-in-law submitted a complaint to the Regional Office alleging that the Will was created by the petitioner and his wife influencing the father-in-law.

3. The petitioner states that the complaints made are not related to conditions of service of the petitioner or his wife. Nevertheless, the respondents constituted a Committee to enquire into the allegations. The Committee reported that



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the issue is pending consideration before the Munsiff's Court and there is no provision to conduct investigation and hence the complaint is to be dropped.

4. The General Manager, however, constituted a Committee at the District Level to investigate into the complaint. The 8th respondent was a member of the Committee. The Committee proceeded to investigate the civil dispute. The petitioner submitted Ext.P3 representation to the 3rd respondent complaining about the illegalities committed by the 8th respondent while she was functioning as a member of the Committee.

5. Instead of enquiring into the complaint made in Ext.P3, the 3rd respondent-General Manager caused an enquiry to be conducted against the petitioner. The Committee, as per Ext.P4 report, concluded that the concerned officials shall be cautioned to ensure the decorum. In the meanwhile, the 8th respondent filed Ext.P5(a) complaint against



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the petitioner alleging that the petitioner has committed sexual harassment at workplace by making sexually coloured remarks.

6. According to the petitioner, the allegation in Ext.P5(a) is that the petitioner has started gossiping around by passing sexually coloured remarks about the attire of the 8th respondent and the petitioner had been circulating lewd about her personality and spreading malicious rumors linking her name with other officials. The petitioner states that the said complaint will not constitute sexual harassment within the meaning of Section 2(n) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. In order to constitute sexual harassment, the person accused should have made sexually coloured remarks to the victim directly.

7. When the petitioner was required to appear before the Presiding Officer, ICC, the petitioner requested to supply a copy of the statement of the complainant and



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witnesses. The petitioner also requested for assistance of a Departmental Assistant to defend the proceedings. The Presiding Officer of the 7th respondent-ICC informed the petitioner that copy of the depositions can be handed over only after obtaining specific order from the Disciplinary Authority. On 24.04.2025, the petitioner was served with Ext.P8 memorandum of charges along with statement of imputation of misconduct. The petitioner submitted Ext.P11 explanation. The 3rd respondent appointed an enquiry officer as per Ext.P12. The petitioner requested the enquiry officer to supply copies of additional documents. The documents were not provided stating that those are insulated from publication under Section 16 of the POSH Act.

8. On 15.11.2025, the petitioner was served with Ext.P16 order transferring the petitioner from Thiruvananthapuram to Karnataka Region, allegedly on administrative grounds. Ext.P16 was followed by Ext.P17



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office order. The petitioner states that he has been transferred presumably on the ground of pending disciplinary proceedings. Exts.P16 and P17 orders transferring the petitioner to Karnataka Region is highly illegal and arbitrary.

9. When the petitioner filed W.P.(C) No.44193 of 2025, this Court passed an interim order staying the transfer. Thereupon, the respondents informed that the transfer of the petitioner to Karnataka has been withdrawn. On 24.12.2025, the respondents issued Ext.P15 order transferring 12 officials including the petitioner to various places. The petitioner was transferred to Andhra Pradesh. Ext.P15 order has been challenged in W.P.(C) No.125 of 2026. The petitioner states that he is a protected workman who is exempted from transfer policy. The General Manager sent a communication to the Head Quarters to withdraw the protection given to the petitioner as he has been served with Ext.P4 charge memo. The status of the petitioner as protected workman was thereupon



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withdrawn as per Ext.P16 communication dated 16.12.2025. The Assistant General Manager issued Ext.P17 communication to the effect that the protected workman status of the petitioner is withdrawn. Exts.P15 to P17 orders are illegal and arbitrary, contended the counsel for the petitioner.

10. The counsel for the petitioner relied on the Division Bench judgment of this Court in ***Thomas Antony v. State of Kerala*** [2025 (2) KHC 514] and argued that an enquiry under the POSH Act should be conducted in the form of a disciplinary enquiry to prove misconduct. Relying on the judgment of this Court in ***Abraham Mathai v. State of Kerala*** [2024 (7) KHC 493], the counsel for the petitioner argued that the principles of natural justice must be followed in inquiries conducted under the POSH Act.

11. The counsel for the petitioner further relied on the Division Bench judgment of this Court in ***Krishnakumar S. v. State of Kerala*** [2022 KHC 864] wherein this Court has held



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that a transfer is liable to be interfered if it is seen as an order by way of punishment without first holding any disciplinary proceedings to establish the guilt of the employee.

12. Respondents 2 to 8 filed counter affidavit in W.P.(C) No.125 of 2026. The respondents submitted that the petitioner's transfer to Andhra Pradesh Region was effected by the competent authority in the normal course of service administration and in accordance with the transfer policy of the FCI. Transfer is an incidence of service and no employee has a vested right to remain posted in a particular station. The petitioner has been working in Kerala Region since 06.04.2011. The transfer order is not punitive or stigmatic.

13. The Hon'ble High Court of Karnataka in W.P. No.1049 of 2024 has held that even if the charges are of minor offences, even then the workman can be denied the special status of being protected workman. When the pending disciplinary case was noticed, the status of protected workman



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was withdrawn. There is no illegality in the action. The writ petition is therefore liable to be dismissed.

14. I have heard the learned counsel for the petitioner, the learned Assistant Solicitor General of India representing the Union of India and the learned Standing Counsel representing respondents 2 to 6.

15. In W.P.(C) No.44193 of 2025, the petitioner is challenging Exts.P16 and P17 orders and also Ext.P8(a) report dated 21.12.2024. By Ext.P16 order, the petitioner was transferred from Divisional Office, Thiruvananthapuram to Karnataka Region on administrative grounds. By Ext.P17 order, the petitioner was relieved of his duties in the Divisional Office, Thiruvananthapuram. During the pendency of W.P.(C) No.44193 of 2025, the respondents have withdrawn Ext.P16 order without prejudice to the rights of the competent authority to issue appropriate orders. Therefore, W.P.(C) No.44193 of 2025 has become infructuous in so far as the reliefs relating to



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Exts.P16 and P17 orders are concerned.

16. The petitioner also challenges Ext.P8(a) report dated 21.12.2024. Ext.P8(a) report is one submitted by Internal Complaints Committee constituted under the Act, 2013. A disciplinary proceeding is pending pursuant to the Internal Complaints Committee report. Therefore, the petitioner will be getting every opportunity to question the findings if and when the proceedings are taken under Section 13(3)(i) of the Act, 2013. Therefore, no relief in that regard need be granted to the petitioner at this stage.

17. However, the petitioner has a case that he has not been provided copy of statement of the complainant and witnesses and for Department Assistant to defend the proceedings. Those documents are not provided to the petitioner on the ground that the same are insulated from publication in view of Section 16 of the POSH Act.



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18. Section 16 only prohibits publication of the contents of the complaint, the identity and address of the aggrieved woman, respondent and witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the internal committee, etc. Section 16 only prevents publication, communication and making the contents known to the public, press and media in any manner. Section 16 shall not disentitle the petitioner to get copies of relevant materials, when the petitioner is facing disciplinary proceedings. Providing copies of relevant documents to the petitioner will not amount to publication / communication / making known to the public, press or media the contents thereof. The petitioner therefore is entitled to receive copies of all relevant materials being relied on by the respondents to sustain the charges against the petitioner.

19. In W.P.(C) No.125 of 2026, the petitioner challenges Exts.P15 to P17 orders. Ext.P15 is the order of



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transfer whereunder the petitioner stands transferred from Kerala to Andhra Pradesh. Exts.P16 and P17 are communications whereunder the status of protected workman of the petitioner is withdrawn.

20. As far as Ext.P15 transfer order is concerned, it is discernible from Ext.P15 that it is a general transfer order whereunder as many as 12 technical cadre officials are transferred from Kerala to various other States like Karnataka, Andhra Pradesh and Telengana. The petitioner is only one among the transferees. The respondents have a specific case that the petitioner has been working in Kerala Region for the last 14 years. In the facts and circumstances of the case, I do not find any reason to conclude that the petitioner is being transferred to Andhra Pradesh by way of victimisation. There are no materials to come to a conclusion that the petitioner has been picked up and chosen for hostile discrimination. The challenge against Ext.P15 is therefore only to be rejected.



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21. As regards withdrawal of protected workman status, such status has been conferred on the petitioner for a period of one year from 15.12.2025. The status has been withdrawn in the light of the disciplinary proceedings initiated against the petitioner. I do not find a *prima facie* case to interfere in Exts.P16 and P17 decisions.

In the facts and circumstances of the case, W.P.(C) Nos.44193 of 2025 and 125 of 2026 are dismissed. However, it is made clear that the petitioner shall be provided with copies of all relevant documents in compliance of the principles of natural justice in order to effectively defend the charges against him. The petitioner shall also be permitted to have Department Assistant to defend the charges.

Sd/-
N. NAGARESH, JUDGE

aks/25.02.2026



W.P.(C) Nos.44193/2025 & 125/2026

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APPENDIX OF WP(C) NO. 44193 OF 2025

PETITIONER'S EXHIBITS:

- Exhibit P1 TRUE COPY OF THE REPRESENTATION DATED JANUARY, 2024 SUBMITTED BY SMT. PARVATHI RANJITH AS WELL AS HER CHILDREN BEFORE THE 1ST RESPONDENT
- Exhibit P1(a) TRUE COPY OF THE REPRESENTATION DATED JANUARY, 2024 SUBMITTED BY SMT. PARVATHI RANJITH AS WELL AS HER CHILDREN BEFORE THE REGIONAL OFFICE, FOOD CORPORATION OF INDIA
- Exhibit P2 TRUE COPY OF THE COMMITTEE REPORT NO. VIG/45/07.03.2024 DATED 7.3.2024
- Exhibit P3 TRUE COPY OF THE REPRESENTATION DATED 24.10.2024 SUBMITTED BY THE PETITIONER BEFORE THE 3RD RESPONDENT THROUGH PROPER CHANNEL
- Exhibit P4 TRUE COPY OF THE COMMITTEE REPORT NO. VIG/5 DATED 13.1.2025
- Exhibit P5 TRUE COPY OF THE COMMUNICATION DATED 22.11.2024 ISSUED BY THE 7TH RESPONDENT TO THE PETITIONER
- Exhibit P5(a) TRUE COPY OF THE COMPLAINT DATED 19.11.2024 SUBMITTED BY THE 8TH RESPONDENT BEFORE THE 7TH RESPONDENT
- Exhibit P6 TRUE COPY OF THE REQUEST DATED 13.12.2024 SUBMITTED BY THE PETITIONER BEFORE THE PRESIDING OFFICER, INTERNAL COMPLAINTS COMMITTEE
- Exhibit P7 TRUE COPY OF THE COMMUNICATION DATED 16.1.2025 ISSUED BY THE PRESIDING OFFICER, INTERNAL COMPLAINTS COMMITTEE
- Exhibit P8 TRUE COPY OF THE MEMORANDUM DATED 24.4.2025 ISSUED BY THE 3RD RESPONDENT TO THE PETITIONER ALONG WITH STATEMENT OF ARTICLES, STATEMENT OF IMPUTATION AND LIST OF DOCUMENTS
- Exhibit P8(a) TRUE COPY OF THE INTERNAL COMMITTEE



W.P.(C) Nos.44193/2025 & 125/2026

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- REPORT DATED 21.12.2024 APPENDED ALONG WITH EXHIBIT P8
- Exhibit P8 (b) TRUE COPY OF THE RESUBMISSION OF THE INTERNAL COMMITTEE REPORT DATED 10.1.2025 APPENDED ALONG WITH EXHIBIT P8
- Exhibit P8 (c) TRUE COPY OF THE RECOMMENDATION LETTER DATED 28.1.2025 SUBMITTED BY THE 4TH RESPONDENT TO THE 3RD RESPONDENT APPENDED ALONG WITH EXHIBIT P8
- Exhibit P9 TRUE COPY OF THE RELEVANT EXTRACT OF THE FOOD CORPORATION OF INDIA (STAFF) REGULATIONS, 1971
- Exhibit P10 TRUE COPY OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013
- Exhibit P11 TRUE COPY OF THE EXPLANATION DATED 19.5.2025 SUBMITTED BY THE PETITIONER IN RESPONSE TO EXHIBIT P8
- Exhibit P12 TRUE COPY OF THE ORDER DATED 4.7.2025 ISSUED BY THE 3RD RESPONDENT TO THE PETITIONER
- Exhibit P13 TRUE COPY OF THE REQUEST DATED 26.8.2025 SUBMITTED BY THE PETITIONER ALONG WITH HIS DEFENSE OFFICER BEFORE THE INQUIRING OFFICER
- Exhibit P14 TRUE COPY OF THE PROCEEDINGS DATED 3.9.2025 SUBMITTED BY THE DIVISIONAL MANAGER TO THE INQUIRY OFFICER
- Exhibit P15 TRUE COPY OF THE NOTICE DATED 21.11.2025 ISSUED BY THE INQUIRY OFFICER TO THE PETITIONER
- Exhibit P16 TRUE COPY OF THE OFFICE ORDERNO.O.O.NO:177/2025/E.1 DATED 14.11.2025 ISSUED BY THE 5TH RESPONDENT
- Exhibit P17 TRUE COPY OF THE OFFICE ORDER DATED 15.11.2025 ISSUED BY THE 6TH RESPONDENT TO THE PETITIONER
- Exhibit P18 TRUE COPY OF THE CIRCULAR NO. EP-03-2023-33 DATED NIL PROVIDING



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: 21 :

Exhibit P19

COMPREHENSIVE TRANSFER POLICY
GUIDELINES FOR EMPLOYEES OF FOOD
CORPORATION OF INDIA

TRUE COPY OF THE LIST OF OFFICE BEARERS
TO BE DECLARED AS PROTECTED WORKMEN
DATED 28.8.2025 SUBMITTED BY THE
GENERAL SECRETARY, OF FCI EXECUTIVE
STAFF UNION.



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APPENDIX OF WP(C) NO. 125 OF 2026

PETITIONER'S EXHIBITS:

- Exhibit P1 TRUE COPY OF THE REPRESENTATION DATED 24.10.2024 SUBMITTED BY THE PETITIONER BEFORE THE 3RD RESPONDENT THROUGH PROPER CHANNEL
- Exhibit P2 TRUE COPY OF THE COMMITTEE REPORT NO. VIG/5 DATED 13.1.2025
- Exhibit P3 TRUE COPY OF THE COMMUNICATION DATED 22.11.2024 ISSUED BY THE PRESIDING OFFICER, ICC TO THE PETITIONER ALONG WITH THE COMPLAINT SUBMITTED BY THE COMPLAINANT BEFORE THE INTERNAL COMPLAINTS COMMITTEE
- Exhibit P4 TRUE COPY OF THE MEMORANDUM DATED 24.4.2025 ISSUED BY THE 3RD RESPONDENT TO THE PETITIONER ALONG WITH STATEMENT OF ARTICLES, STATEMENT OF IMPUTATION AND LIST OF DOCUMENTS
- Exhibit P4(a) TRUE COPY OF THE COMMUNICATION DATED 28.1.2025 ISSUED BY THE 4TH RESPONDENT TO THE 3RD RESPONDENT ALONG WITH THE INTERNAL COMMITTEE REPORT AND RESUBMISSION OF THE INTERNAL COMMITTEE REPORT
- Exhibit P5 TRUE COPY OF THE RELEVANT EXTRACT OF THE FOOD CORPORATION OF INDIA (STAFF) REGULATIONS, 1971
- Exhibit P6 TRUE COPY OF THE PROCEEDINGS DATED 3.9.2025 SUBMITTED BY THE DIVISIONAL MANAGER TO THE INQUIRY OFFICER
- Exhibit P7 TRUE COPY OF THE OFFICE ORDER NO.O.O.NO:177/2025/E.1 DATED 14.11.2025 ISSUED BY THE 5TH RESPONDENT
- Exhibit P8 TRUE COPY OF THE OFFICE ORDER DATED 15.11.2025 ISSUED BY THE 6TH RESPONDENT TO THE PETITIONER
- Exhibit P9 TRUE COPY OF THE ORDER DATED 25.11.2025



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- IN W.P.(C) 44193/2025 OF THIS HONOURABLE COURT
- Exhibit P10 TRUE COPY OF THE ORDER DATED 28.11.2025 IN W.P.(C) 44193/2025 OF THIS HONOURABLE COURT
- Exhibit P11 TRUE COPY OF THE MEMO DATED 4.12.2025 FILED BY THE RESPONDENTS 2 TO 6 IN W.P.(C) 44193/2025 BEFORE THIS HONOURABLE COURT
- Exhibit P12 TRUE COPY OF THE ORDER DATED 10.12.2025 IN W.P.(C) 44193/2025 OF THIS HONOURABLE COURT
- Exhibit P13 TRUE COPY OF THE CIRCULAR NO. EP-03-2023-33 DATED NIL PROVIDING COMPREHENSIVE TRANSFER POLICY GUIDELINES FOR EMPLOYEES OF FOOD CORPORATION OF INDIA
- Exhibit P14 TRUE COPY OF THE LIST OF OFFICE BEARERS WHO ARE DECLARED AS PROTECTED WORKMEN DATED 15.12.2025 ISSUED BY THE COMPETENT AUTHORITY OF THE FOOD CORPORATION OF INDIA
- Exhibit P15 TRUE COPY OF THE OFFICE ORDER NO. 210/2025/E.I DATED 24.12.2025 ISSUED BY THE 5TH RESPONDENT
- Exhibit P16 TRUE COPY OF THE E-MAIL COMMUNICATION DATED 16.12.2025 ISSUED BY THE 7TH RESPONDENT TO THE ASSISTANT GENERAL MANAGER, FOOD CORPORATION OF INDIA
- Exhibit P17 TRUE COPY OF THE PROCEEDINGS NO.RO KL-28.0024.0/6/2023-IRS-RO KL DATED 30.12.2025 ISSUED BY THE 8TH RESPONDENT TO THE REGIONAL SECRETARY, EXECUTIVE STAFF UNION
- Exhibit P18 TRUE COPY OF THE CERTIFICATE DATED 24.11.2025 ISSUED FROM SABINE HOSPITAL, THIRUVANANTHAPURAM
- Exhibit P19 True copy of the Show Cause Notice No.DO KL-26.0016.0(12.0)/1/2023-DO TVM dated nil issued by the Disciplinary Authority, Food Corporation of India to



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	the petitioner
Exhibit P19(a)	True copy of the email- communication dated 12.1.2026 issued by the Divisional Manager to the petitioner along with Exhibit P19
Exhibit P20	True copy of the Show Cause Notice No.DO KL-26.0016.0(12.0)/1/2023-DO TVM dated nil issued by the Disciplinary Authority, Food Corporation of India to Smt. Janaki Ranjith, wife of the petitioner.