



- DAQ and Control system
- Control & Monitoring System
- End of Line Test Bench
- Third Party Device Integration
- HIL
- Vision Based Solution
- Sound & Vibration Analysis

Ceryle Innovative Technologies

Office: Unit 312, Building No.2, sector-3 Millennium Business Park, Mahape, Navi Mumbai 400701
Contact No. : 9930069096, **E- mail:** sales@ceryletech.com, **Website:** www.ceryletech.com

Ceryle Innovative Technologies LLP

312, Building No.2, Sectro-3, MBP, Mahape,

Navi Mumbai, Maharashtra 400710

accounts@ceryletech.com

9889669096

01/07/2023

Endurance Technologies Limited

8-1/2 & B-1/3, MIDC, Industrial Area, Village Nighoje,

Chakan, Tal-Khed, Pune, Maharashtra 410501

Subject: Compliance of Workers' Working Hours with Applicable Laws

Dear Endurance Technologies Limited,

I am writing this letter to assure you that Ceryle Innovative Technologies LLP strictly adheres to the current applicable laws regarding workers' working hours in our country. We prioritize the well-being and rights of our employees, and we are committed to maintaining a work environment that is in full compliance with the legal requirements.

As an organization, we understand the importance of work-life balance and the significance of ensuring that our employees' working hours align with the regulations set forth by the authorities. We have implemented robust policies and procedures to ensure compliance with the applicable laws and regulations in our country.

To provide you with an overview of our practices:

Working Hours Policy: We have a comprehensive working hours' policy that clearly defines the standard working hours for our employees. This policy outlines the maximum number of hours an employee can work in a day and the maximum number of days they can work in a week.

Overtime Regulations: In cases where employees are required to work beyond their standard working hours, we strictly follow the overtime regulations prescribed by the law. We ensure that appropriate compensation, as per the legal requirements, is provided to employees for their additional work.



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Breaks and Rest Periods: We understand the importance of regular breaks and rest periods to maintain productivity and employee well-being. Our policies include provisions for mandatory breaks and rest periods as per the legal requirements.

Record-Keeping: We maintain accurate records of employees' working hours, breaks, and rest periods to ensure transparency and accountability. These records are regularly reviewed to ensure compliance with the applicable laws.

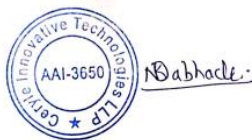
Employee Communication and Awareness: We prioritize employee communication and ensure that our employees are fully aware of their rights, including their entitlement to breaks, rest periods, and overtime compensation. We have open channels of communication to address any concerns or questions regarding working hours and related policies.

At Ceryle Innovative Technologies LLP, we are committed to upholding ethical business practices and treating our employees with fairness and respect. Compliance with the laws and regulations governing working hours is an essential part of our commitment to our workforce.

Should you have any further inquiries or require additional information regarding our practices and compliance with applicable laws, please feel free to contact us. We are dedicated to ensuring transparency and fostering a positive work environment.

Thank you for your attention to this matter. We appreciate your trust and look forward to continued collaboration.

Yours sincerely,



Namrata Dabhade

Accounts Dept.

Ceryle Innovative Technologies LLP