



- 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

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Contact No. : 9930069096, **E- mail:** sales@ceryletech.com, **Website:** www.ceryletech.com

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07/07/2023

Endurance Technologies Limited

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

Chakan, Tal-Khed, Pune, Maharashtra 410501

Subject: Compliance with Minimum Wages Act Regarding Wage Payments

Dear Endurance Technologies Limited,

I am writing this letter to assure you that Ceryle Innovative Technologies LLP fully complies with the Minimum Wages Act in terms of wage payments. We prioritize the fair and legal treatment of our employees and strive to ensure that their wages meet or exceed the minimum standards set by the relevant authorities.

As an organization, we understand the significance of adhering to the regulations outlined in the Minimum Wages Act to ensure proper compensation for our workforce. We have implemented robust policies and procedures to ensure compliance with the Act's provisions.

To provide you with an overview of our practices:

Minimum Wage Standards: We regularly review and monitor the minimum wage standards established by the competent authorities. Our wage rates are set in accordance with the applicable minimum wage requirements and are revised as per the prescribed timelines or as mandated by the authorities.



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Transparent Wage Structure: We maintain a transparent and clearly defined wage structure, outlining the various components that make up an employee's remuneration. This structure ensures that employees receive wages in compliance with the Minimum Wages Act.

Record-Keeping: We maintain accurate and up-to-date records of wage payments, including details such as employee names, positions, wage rates, hours worked, deductions (if any), and net payments. These records are regularly audited and reviewed to ensure compliance with the Minimum Wages Act.

Wage Payment Frequency: We strictly adhere to the regulations regarding the frequency of wage payments as stipulated in the Act. Employees are paid their wages within the specified timeframes, ensuring that they receive their rightful compensation in a timely manner.

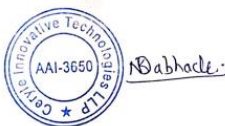
Deductions and Allowances: Any deductions or allowances made from employee wages are in accordance with the provisions of the law. We ensure that deductions, if applicable, are clearly communicated to employees and are within the permissible limits as specified by the relevant authorities.

We are committed to maintaining ethical business practices and treating our employees with fairness and respect. Compliance with the Minimum Wages Act is an integral part of our commitment to providing equitable compensation to our workforce.

If you have any further inquiries or require additional information regarding our wage payment practices and compliance with the Minimum Wages Act, please do not hesitate 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,



Ceryle Innovative Technologies LLP