



Declaration of Compliance with Working Hours Regulations

We, **Sparrow Risk Management Pvt. Ltd.**, affirm that we are in complete compliance with the current applicable laws and regulations concerning working hours in the country. Our commitment to adhering to these laws is of utmost importance to us, and we prioritize the well-being of our workforce by ensuring fair and lawful working conditions.

Key Points of our Compliance with Working Hours Regulations:

- **Working Hours Limit:** We strictly adhere to the legally prescribed working hours limit for our employees, ensuring that they do not work beyond the stipulated hours.
- **Record Keeping:** We maintain accurate records of our employees' working hours, promoting transparency and accountability.
- **Rest Days and Leave:** We provide our employees with their entitled rest days and leave as per the applicable labour laws, recognizing the importance of their well-being.
- **By signing this declaration, we confirm that Sparrow Risk Management Pvt. Ltd. is fully committed to upholding the working hour regulations in the country. We value the welfare of our employees and strive to provide them with a healthy work environment.**
- **Fair Scheduling:** Our scheduling practices are designed to accommodate the needs of our employees while complying with working hour regulations.

