



DATE ; 28/11/2022

## TO WHOM IT MAY CONCERN

We hereby certify that the following things are true and are been followed by us.

- 1) At Innovative wages are paid as per the minimum wages act.
- 2) Workers working hours complied with the current applicable law in the country.
- 3) There is no complaint registered against Innovative solutions in past under Labour laws.
- 4) Number of employees authorized to deploy as per license.
- 5) There are not any cases of any fatal accidents or medical treatment cases resisted on our name.
- 6) Not any case of Lost time injuries as per Factories Act 1948 (Injured person not able to work more than 48 hours from time of accident)
- 7) No case of Fire Incident in last 2 years.
- 8) Our Organization have not been prosecuted for an HSE breach or injury to an employee.
- 9) PPE provided by us are maintained in good conditions.
- 10) We conduction all safety/ Induction and Trainings for our employs.
- 11) We do regularly inspect and maintain hand tools, machinery.
- 12) Our employee's are aware of Work Permit System / Work Permit Adherence.
- 13) We are aware of Method Statement/ Method Statement Adherence.
- 14) Our employee aware of Work Permit System / Work Permit Adheren.
- 15) Our employees aware of Emergency Response Procedure.
- 16) All tools and equipment comply with standards such as ISI Mark / Energy Efficient 5 star rating guidelines.
- 17) All plants and equipment compliant with the safety requirements.
- 18) All employees have correct licenses / certificates to operate the plants and equipment.