

1. We follow the minimum wages act as per the law.
2. We comply with the workers' working hours as per the current applicable in the country
3. We don't have any labour complain registered against the firm in past.
4. Our firm is not involved in any accidents from past two years.
5. Our firm has not received recorded any injuries
6. Our firm has not recorded any fatalities.
7. Our organization has not been prosecuted for HSE breach.
8. Our persons will use safety shoes
9. Our job does not related to any electrical license and so license contractor is not required.
10. Our job is not required any tools.
11. All tools are used by following the safety norms.
12. We will conduct induction and training as and when require.
13. PPE's maintained in good condition.
14. Health monitoring of employees will be done as per rules and regulations.
15. Contract employees have awareness of work permit system and emergency response procedures.
16. We have not conducted HIRA study in past

VALIDATE PAYROLL LLP

Heena
Authorised Signatory