

To,

Endurance Technologies Ltd.

Sidcul, Pantnagar, Uttarakhand

Subject:- Working hours & Minimum wages complied by BECIS

Dear Sir,

BECIS adheres to the current applicable laws regarding working hours and ensures that workers' wages are compliant with the Minimum Wages Act. The company is committed to maintaining ethical standards and providing fair compensation to its employees.

Yours faithfully,



Santosh Rana