

Date: 24 Aug 2024

DECLARATION LETTER

Subject: Acknowledgement of Non-Inclusion under ESIC Regulations.

I wish to inform you that our organization does not fall within the scope of the ESIC Act and its associated regulations. As a result, employees within our company are not covered by the Employee State Insurance Corporation scheme & we have Workmen compensation policy for employee.

As per the Employee State Insurance Act 1948: Under the Employee State Insurance Act, any establishment employing 10 or more employee and paying wages of Rs.21,000/- or less per month is required to obtain ESIC registration. VARC International Pvt.Ltd, as of the date of this certificate, employs less than the threshold number of employees and hence is not liable to take the registration.

It is important to note that our company operates outside the realm of the ESIC law, and this declaration serves as a testament to my understanding of the non-applicability of ESIC regulations to our workplace.

Should you seek further clarification or have any inquiries regarding this matter, please do not hesitate to contact the HR department for more details.

Mr. Akansh Jaiswal

VARC INTERNATIONAL PRIVATE LIMITED

Sincerely,



Director

VARC International Pvt Ltd.

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Varc International Private Limited** having its registered office at Ground Floor, Plot No A-7/A, Chikalhana MIDC, Near Lupin Company, Chhatrapati Sambhajnagar - 431001, is not liable to obtain registration under the following Acts:

1. Employees' Provident Funds and Miscellaneous Provisions Act, 1952:

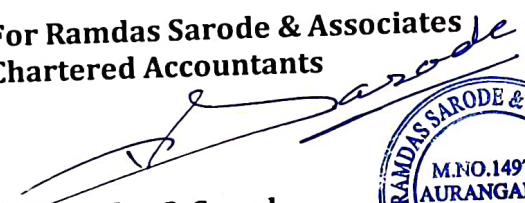
As per the provisions of the Act, any establishment employing 20 or more employees is required to obtain Provident Fund (PF) registration. However, as of the date of this certificate, Varc International Private Limited employs less than 20 employees and hence is not liable to take registration under the Provident Fund Act.

2. Employees' State Insurance Act, 1948:

Under the Employees' State Insurance Act, any establishment employing 10 or more employees (20 or more in some states) and paying wages of Rs. 21,000 or less per month is required to obtain ESIC registration. Varc International Private Limited, as of the date of this certificate, employs less than the threshold number of employees and hence is not liable to take registration under the ESIC Act.

This certificate is issued at the request of the company for the purpose of compliance with applicable statutory requirements.

For Ramdas Sarode & Associates
Chartered Accountants


CA Ramdas S. Sarode
Proprietor
Membership No. 149729



Date: 02 Sept 2024

DECLARATION LETTER

Subject: Subject: Declaration of Welfare Facilities for Employees

I am pleased to declare that our company is committed to providing comprehensive welfare facilities for all our employees. We believe in creating a safe, healthy, and supportive work environment that enhances employee well-being and productivity.

Our welfare facilities include but are not limited to:

- Clean and hygienic Workplace
- Drinking water facilities
- Adequate seating arrangements
- First aid kits and medical assistance
- Proper ventilation and lighting
- Safety measures and equipment
- Employee assistance programs

We ensure that all employees have access to these facilities and are encouraged to utilize them for their well-being. Our goal is to prioritize the health and comfort of our workforce to foster a positive work culture.

Should you have any queries or require further information regarding our welfare facilities, please feel free to reach out.

Mr. Akansh Jaiswal

VARC INTERNATIONAL PRIVATE LIMITED

Sincerely,



Director

VARC International Pvt Ltd.