

Date: 26<sup>th</sup> July 2024

**DECLARATION LETTER**

Subject: Compliance Declaration Regarding Workers' Working Hours

I am pleased to inform you that our organization is committed to ensuring compliance with the current applicable laws and regulations regarding workers' working hours in the country. We prioritize the well-being and rights of our employees and strive to maintain a work environment that adheres to legal standards.

I Akansh Jaiswal VARC International Pvt.Ltd, hereby confirm that the working hours for employees in our organization are in accordance with the prevailing laws and regulations governing working hours in the country. We value the dedication and hard work of our employees and are dedicated to upholding their rights and ensuring a fair and safe work environment.

Mr. Akansh Jaiswal

VARC INTERNATIONAL PRIVATE LIMITED

Sincerely,

A handwritten signature in blue ink, appearing to read "Akansh Jaiswal". Below the signature is the word "Director" in a small, blue, sans-serif font.

Director

VARC International Pvt Ltd.