

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

**DECLARATION LETTER**

Subject: Disclosure of Past Complaints Against Contractor under Labour Laws

I would like to inform you that there have been no complaints registered against the contractor in the past under Labour laws within our organization. We prioritize transparency and compliance with all regulations, including those related to Labour laws, to ensure a fair and respectful work environment for all employees.

As part of our commitment to upholding ethical practices and maintaining positive relationships with our contractors, we strive to address any concerns promptly and in accordance with the applicable laws and regulations.

Regards.

Mr. Akansh Jaiswal

VARC INTERNATIONAL PRIVATE LIMITED

Sincerely,

  
Director

VARC International Pvt Ltd.