DATE ; 28/11/2022

**TO WHOM IT MAY CONCERN**

We herby certify that the following things are true and are been followed by us.

1. At Innovative wages are paid as per the minimum wages act.
2. Workers working hours complied with the current applicable law in the country.
3. There is no complaint registered against Innovative solutions in past under Labour laws.
4. Number of employees authorized to deploy as per license.
5. There are not any cases of any fatal accidents or medical treatment cases resisted on our name.
6. Not any case of Lost time injuries as per Factories Act 1948 (Injured person not able to work more than 48 hours from time of accident)
7. No case of Fire Incident in last 2 years.
8. Our Organization have not been prosecuted for an HSE breach or injury to an employee.
9. PPE provided by us are maintained in good conditions.
10. We conduction all safety/ Induction and Trainings for our employs.
11. We do  regularly inspect and maintain hand tools, machinery.
12. Our employee’s are aware of Work Permit System / Work Permit Adherence.
13. We are aware of Method Statement/ Method Statement Adherence.
14. Our employee aware of Work Permit System / Work Permit Adheren.
15. Our employees aware of Emergency Response Procedure.