

**TO WHOMSOEVER IT MAY CONCERN**

THIS IS TO CERTIFY THAT, OUR ORGANISATION COMPLIES WITH THE MINIMUM WAGES ACT AND THEIR SALARY IS PAID IN WELL ACCORDANCE OVER AND ABOVE THE MINIMUM WAGES ACT.

**For ZDC Machine Technologies**

*loklatil*  
**COO**

Place: Pune

Date: 09-01-2023

