



GOVERNMENT OF KARNATAKA
DEPARTMENT OF LABOUR

Licence No : ALC-B-3/CLA/C-13007743/2021-22

Registration No: ALC-B-3/CLA/P-1000013563/2018-19

Assistant Labour
Commissioner,Division-3,
Bengaluru
Karmika Bhavan,
Bannerughatta Road, Near
Dairy Circle, Bengaluru-29

Licence Date: Oct 29 2022

FORM-VI

[See Rule25(1)]

1. Licence is here by granted to **MANU HR SERVICES,NO 25, 1ST FLOOR, SHARADHANAGAR,NEAR MOTHER DAIRY, YALAHANKA , NEW TOWN, GKVK POST, YALAHANKA , BANG**Under Section 12[1] of the Contract Labour [Regulation and Abolition] Act-1970, subject to the conditions specified in annexure

2. This Licence is for doing the work **HELPER** in the establishment of **ENDURANCE TECHNOLOGIES LIMITED,Plot No. 28/4A, 28/4B, 28/5, 28/6, 28/7, 28/8, and 34/5,Narsapur Industrial Area, Kasaba Hobali, Malur, Taluk, Kolar District**

3. The Licence shall remain in force till :01/10/2023

Renewal
[Rule 29]

Sl no.	Date of Licence Renewal	Date of expiry	Fee paid for Licence Renewal	Next Date of expiry
1	29-10-2022	01-10-2022	LICENCE FEE:1500, PENALTY:375	01/10/2023

Please, verify authenticity of by visiting
www.labouronline.kar.nic.in & entering certificate Number

Assistant Labour
Commissioner,Division-3, Bengaluru

ANNEXURE

The license is subject to the following conditions:-

1. The license shall be non-transferable.
2. The number of workmen employed as contract labour in the establishment shall not, on any day, exceeds **45 workers**.
3. Expect as provided in the rules and fees paid for the grant or as the case may be, for renewal of the license shall be non-refundable
4. The rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed for the schedule of employment under the Minimum Wages Act, 1948, where applicable and where the rates have been fixed by agreement settlement or award, not less than the rates, fixed.
5. In cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the Principal Employer of the Establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of contractor shall be the same as applicable to the workmen directly employed by the Principal Employer of the Establishment on the same or similar kind of work; provided that in the case of disagreement with regards to the type of work the same shall be decided by the Commissioner of Labour whose decision shall be final.
6. In other cases the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the Commissioner of Labour.
7. In every establishment where 20 or more women are ordinarily employed as contract labour shall be provided two rooms of reasonable dimensions for the use of their children under the age of six years. One of such rooms would be used as play room for the children and the other as bed room for the children. For this purpose the contract shall supply adequate number of toys and games in the play room and sufficient number of cots and beddings in the sleeping in this behalf by the Commissioner of Labour.
8. The licenses shall notify any change in the number of workmen or the conditions of work to the licensing officer.
9. A copy of license shall be displayed prominently at the premises where the contract work is being carried on.
10. The contract labourers shall be provided the lunch/dinner, coffee/tea and breakfast, snacks free of cost during the working hours, if such facilities are extended to regular workmen employed by the principal employer.
11. The contract labourers shall be paid the minimum wages fixed under the minimum wages act.
12. The contract labourers shall be paid with the same rate of Bonus and Ex-gratia payable to the regular workmen employed by the principal employer.
13. The contract labourers shall be provided with free uniforms and shoes, with such facilities are extended to the regular workmen employed by the principal employer.
14. Employment of Child Labour below 14 years is prohibited.