

Annexure-3

SNF (INDIA) PVT.LTD: VISAKHAPATNAM

Employee Marriage Gift Policy

Objective:

As a gesture of Goodwill, the management is committed to Employee Welfare, suitable token amount is considered for marriage for self.

Procedure:

All the confirmed employees of the company are eligible to avail this facility at the time of his/her Marriage.

The employees will first submit an invitation card to HR department prior to the marriage. The HR department will then verify and process the same as per entitlement.

A Gift cheque will be handed over to the employee.

Gift Amount:

The amount of marriage gift will be as below:

| | |
|--------------------------------|--------------|
| Workmen's/Supervisors/Officers | : Rs.5001/- |
| Executives to Managers | : Rs.7501/- |
| Sr. Managers & Above | : Rs.10001/- |


KUMARESAN RAJENDRAN
Chairman And Managing Director