

## CORPORATE GOVERNANCE AND STATUTORY COMPLIANCE FRAMEWORK

### 1. Labor Law Compliance

The company strictly adheres to:

- Shops and Establishments Act: Regulating hours of work, leave, and holidays.
- Minimum Wages Act: Adherence to state-notified minimum wages.
- Payment of Bonus Act: Statutory bonus for eligible employees.
- Maternity Benefit Act: 26 weeks paid leave for female employees.

### 2. Data Privacy (DPDP Act)

- Data Principals (Employees/Clients) have the right to access and correct their personal data.
- Data Fiduciary (Company) ensures secure storage and limited processing of data.
- Consent Manager: Explicit consent obtained before collecting sensitive data (health, biometric).

### 3. Whistleblower Policy

- Mechanism to report financial irregularities, corruption, or gross misconduct.
- Protected Disclosure: Identity of whistleblower is kept confidential.
- Reports go directly to the Audit Committee Chairman.