

# HR COMPLIANCE AUDIT REPORT

**Client Name:** Demo Client Ltd  
**Audit Period:** December 2025  
**Report Date:** 2025-12-21  
**Report ID:** TITAN-December 2025-2597

## 1. Executive Summary

Overall Status: **NON-COMPLIANT**  
Compliance Score: 85%

This audit reviewed 12 employee records against PRB-2026, Workers' Rights Act 2019, and Statutory requirements. Critical violations were found in 2 areas requiring immediate attention.

## 2. Critical Compliance Violations

*The following issues expose the company to potential fines and must be rectified immediately.*

| Employee   | Rule Violated         | Legal Citation            | Required Action                             |
|------------|-----------------------|---------------------------|---|
| John Doe   | PRB Salary Floor      | PRB Vol 1, Pg 427, Para 3 | Increase salary from Rs 16,000 to Rs 16,500 |
| Jane Smith | Increment Eligibility | PRB Vol 1, Pg 430         | Grant 1 increment due to 'Good' performance |

## 3. Recommendations & Warnings

- **Annual Leave:** 3 employees have taken < 50% of entitled leave. (Ref: WRA 2019, Sec 24)

## **Methodology & Disclaimer**

*This report is generated based on the data provided. While TITAN checks against official regulations (PRB-2026, WRA 2019), it does not constitute legal advice. Please consult a legal professional for complex disputes.*

Generated by TITAN HR Compliance Service

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