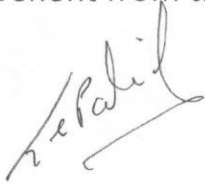


SAKAL

Maternity Leave:

1. Married female employees are eligible for maternity leave that are actually worked in company for not less than 80 days prior to the confinement.
2. **26 Weeks (182) days** of leave is given (This includes Weekly Off and Holidays) – As per The Maternity Benefit (Amendment) Act 2017
3. A female employee may be entitled to normal straight time pay from the company for the period of maternity leave.
4. An employee desiring Maternity Leave will apply to her Department Head not less than 8 weeks in advance of her impending confinement.
5. This policy is applicable to those female employees who are not under ESIC. Those female employees coming under ESIC have to claim their Maternity Benefit from the ESIC.



BHAUSAHEB PATIL
DIRECTOR (OPERATIONS)