

**National Human Rights Commission**  
**Manav Adhikar Bhawan Block-C, GPO Complex, INA,, DELHI -110023**

SRIHARI MADDINENI,  
Main Road, Mittapalem PRAKASAM , ANDHRA PRADESH  
**Dated: 13/04/2025**

Dear SRIHARI MADDINENI,

The Commission has received your complaint and it has assigned diary number as **8026/IN/2025** with the following details:-

**Complainant Details**

<b>Name:</b>	SRIHARI MADDINENI		
<b>Mobile:</b>	6304214514	<b>Email:</b>	srihari.maddineni.no1@gmail.com
<b>Address:</b>	Main Road, Mittapalem		
<b>District:</b>	PRAKASAM	<b>State:</b>	ANDHRA PRADESH

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**Victim Details**

Complainant and victim are the same person.

**Incident Details**

<b>Incident Place:</b>	Harassment, False FIR	<b>Incident Date:</b>	15/03/2025
<b>Incident Category:</b>	BONDED LABOUR		
<b>Incident District:</b>	PRAKASAM	<b>Incident State:</b>	ANDHRA PRADESH
Is it filed before any Court / State HRC	No		
<b>Incident Details:</b>	<p>I, Srihari Maddineni, was employed at SnovaSys Software Solutions, Ongole, Andhra Pradesh, from May 20, 2024, to August 17, 2024, as a Software Trainee Engineer. The company engaged in serious unethical and coercive labor practices. Before issuing the offer letter on October 31, 2023, I was forced to submit an undated cheque (on October 30, 2023), which was later misused to threaten legal action when I chose to resign. The company abruptly changed my job role from a technical position to data entry without explanation on August 12, 2024, and when I sought clarification, I was met with silence and indirect pressure to resign. Upon my resignation, they initiated a false FIR and cheque bounce case against me, which was filed on March 15, 2025, and informed to me only in April. The company also uses this method to extort money from other employees and to prevent resignation or job changes. These actions were orchestrated under the direction of the company's CEO, Srihari Kothapalli, a UK resident currently living in Harrow, London, who claims immunity from Indian law enforcement while using his UK presence to exploit Indian workers. This includes unpaid wages, forced roles, excessive work hours, harassment for experience letters, and threats during background verification. I have filed complaints with the Andhra Pradesh Labour Commissioner, Chief Minister's Grievance Cell, and have documented evidence of the abuse. I request urgent intervention from NHRC to investigate the labour rights violations, harassment, coercion, and misuse of legal systems by this company and its leadership</p>		