

UK Citizen Damaging UK's Reputation by Orchestrating
Labour Exploitation in India

From:

Srihari Maddineni

Phone: +91 63042 14514

Email: srihari.maddineni.no1@gmail.com

To:

1. The Foreign, Commonwealth & Development Office (FCDO), UK Government
2. The Right Honourable Secretary of State for Foreign, Commonwealth and Development Affairs, King Charles Street, London SW1A 2AH, United Kingdom

CC:

1. UK Consulate General, Hyderabad, India
2. British High Commission, New Delhi, India

Subject: Urgent Complaint Against UK Resident CEO for Cross-Border Harassment, Coercion, and Unethical Labour Practices in India

Respected Sir/Madam,

I, Srihari Maddineni, an Indian citizen and a software professional, am filing this formal complaint against Mr. Srihari Kothapalli, a UK-based resident currently living in Harrow, London, UK, and the CEO of SnovaSys Software Solutions, which operates in Ongole, Andhra Pradesh, India.

This individual has directed serious unethical, illegal, and coercive employment practices remotely from the United Kingdom, targeting Indian citizens under the false appearance of legitimate corporate employment. I request the intervention of UK authorities and the consulate to investigate his actions, which are not only harmful to individual workers but also detrimental to the reputation of the United Kingdom itself.

Employment Details:

1. HR Interview: 26 September 2023

2. Undated Cheque Taken: 30 October 2023 (before offer letter and agreement)
3. Offer Letter Issued: 31 October 2023
4. Joining Date: 20 May 2024
5. Forced Role Change: 12 August 2024 (without notice or consent)
6. Resignation Submitted: 17 August 2024

Employment Location: SnovaSys Software Solutions, Sai Narayana Enclave, beside Central Cafe, Ongole, Andhra Pradesh, India

Unethical and Illegal Practices Conducted Under UK-Based Direction

Coerced Cheque Collection and Threats:

I was forced to submit an undated personal cheque as a condition for receiving the offer letter. This cheque was later misused to initiate a false cheque bounce (Sec 138) criminal case after I resigned, despite me having served only two months and 27 days.

False Complaint and FIR Timeline:

1. A false complaint alleging bond breach was made by the company in December 2024.
2. I was called to Ongole Police Station on 13 January 2025 and submitted my counter complaint on the same day.
3. Both sides were advised by the Circle Inspector and Sub-Inspector to settle the matter outside the police station.
4. However, an FIR was secretly filed by the company on 15 March 2025, and I was only informed in April 2025, clearly indicating misuse of legal process.

Exploitative Labour Practices:

1. Forced to work extended hours, including Saturdays, and across multiple unrelated roles without proper training or consent.
2. I was hired as a Software Trainee Engineer but was suddenly reassigned to a data entry position without justification.
3. Any attempt to resign is met with threats, cheque misuse, and legal harassment.
4. Former employees have been forced to pay large sums (up to ₹3,00,000) just to be relieved from the bond or to receive their experience letters.

Defamation and Career Threats:

The company refuses to issue experience letters and actively provides negative background verification responses unless the employee complies with their demands or pays money.

Such actions directly jeopardize the career and livelihood of the victims.

Disrespect to Indian Authorities:

The management of SnovaSys has shown disrespectful and non-cooperative behavior with the Deputy Commissioner of Labour, Andhra Pradesh, which was formally recorded in a report issued by the Labour Department.

Misrepresentation of the UK and Damage to Its Reputation

Mr. Srihari Kothapalli falsely portrays SnovaSys Software Solutions as a UK-based company to project a credible image to Indian candidates. By doing this, he exploits the reputation and trust associated with the UK Government, attracting Indian talent under false pretenses and later subjecting them to coercive, unethical, and illegal working conditions.

This not only deceives aspiring professionals but also damages the international reputation of the United Kingdom, as the company's operations falsely imply UK oversight and legitimacy. Such conduct undermines global labour ethics and human rights.

Indian Complaint References

1. Andhra Pradesh Chief Minister's Grievance Cell – Complaint filed
2. Commissioner of Labour, Andhra Pradesh – Complaint accepted; labour report issued
3. Ongole Police Station – Counter complaint submitted on 13 January 2025; false FIR filed by company on 15 March 2025

Request for UK Government and Consulate Action

I respectfully request the following:

1. That UK authorities investigate Mr. Srihari Kothapalli for his role in orchestrating these exploitative practices from the United Kingdom.
2. That his business and financial activities be reviewed, especially if he is misrepresenting his operations as UK-based.
3. That the UK Consulate in India coordinate with Indian authorities to ensure justice is served and future exploitation is prevented.
4. That the UK Government take appropriate action to stop its name from being used in the abuse of innocent professionals.

I am ready to submit supporting documents, including:

1. Offer letter and agreement
2. Copy of undated cheque
3. Email and message correspondence
4. Labour Department communications
5. Police visit details and complaint copies

Thank you for your time and consideration. I hope for your urgent support in upholding justice, protecting the dignity of affected individuals, and preserving the reputation of the United Kingdom.

Sincerely,

Srihari Maddineni

Phone: +91 63042 14514

Email: srihari.maddineni.no1@gmail.com