

**GODAWARI POWER & ISPAT**

An ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018 Certified Company
GODAWARI POWER & ISPAT LTD
 Plot No - 428/2, Phase - 1, Siltara Industrial Area, Raipur - 493111 (C.G.)

SERVICE PURCHASE ORDER**SHIPMENT ADDRESS**

GODAWARI POWER & ISPAT LTD.
 MAIN STORES
 PLOT NO : 428 / 2, SILTARA-PHASE1, INDUSTRIAL AREA
 RAIPUR-493111
 PH No. 07714082333 / FAX : 07714082234
 PLACE OF SUPPLY : CHHATISGARH (22)

PO Number : 2447001390
 PO Date : 18.01.2025
 Amended Date : 18.01.2025

GST NO : 22AAACI7189K1ZB
 PAN NO : AAACI7189K
 CIN NO : L27106CT1999PLC013756

VENDOR ADDRESS

STEM LEARNING PRIVATE LIMITED
 MARATHON ICON 1205, MARATHON NEXTGE
 MUMBAI-400013

GST NO. : 27AAQCS0110G1ZL
 PAN NO : AAQCS0110G
 Cont.. Person :
 E-Mail : pankaj.pareek@stemlearning.in

Vendor reference code : Z9101681
 Contact No : 8336031441


Please do the following job work/service confirming details here under and as per terms & conditions given below & overleaf.

SrNo	Description	Qty.	UOM	Delivery Date	Rate	IGST (%)	HSN	Disc	Amount (INR)
10	PANTING JOB AT ANGANBADI SCHOOL CER	1.000	AU	28.03.2025		18	998717	0.00	304,686.00
					304,686.00				
	(20) Counting Size 5x5	3.000	EA		6,249.00	18			18,747.00
	(30) Alphabet Size 5*55*4	3.000	EA		4,999.00	18			14,997.00
	(40) Season# Size 5*45*4	3.000	EA		4,999.00	18			14,997.00
	(50) Months Size 5*45*5	3.000	EA		6,249.00	18			18,747.00
	(60) Colors# Size 5*56*4	3.000	EA		5,999.00	18			17,997.00
	(70) Jungle safari Size 4*65*6	3.000	EA		7,498.00	18			22,494.00
	(80) Rainbow and animals Size 8*56*5	3.000	EA		7,498.00	18			22,494.00
	(90) Hindi Vowel (Swar) Size 5*54*4	3.000	EA		3,999.00	18			11,997.00
	(100) Fruits Size 4*45*4	3.000	EA		4,999.00	18			14,997.00
	(110) Animal Stickers Size 5*45*4	3.000	EA		4,999.00	18			14,997.00
	(120) vegetable Size 5*44*5	3.000	EA		4,999.00	18			14,997.00
	(130) Vyanjan Size 4*54*5	3.000	EA		4,999.00	18			14,997.00
	(140) Feet scale Size 4*51.5*8	3.000	EA		2,999.00	18			8,997.00
	(150) Alphabet Size 5*45*4	3.000	EA		4,999.00	18			14,997.00
	(160) Colors Size 5*45*4	3.000	EA		4,999.00	18			14,997.00
	(170) Indian Flag Size 5*45*4	3.000	EA		4,999.00	18			14,997.00
	(180) Shapes Size 2*52*10	3.000	EA		4,999.00	18			14,997.00
	(190) Math Size 1.5*105*4	3.000	EA		4,999.00	18			14,997.00
	(200) Birds Size 1.0*104*4	3.000	EA		3,999.00	18			11,997.00
	(210) Days Size 4*45*5	1.000	EA		6,249.00	18			6,249.00
Total									304,686.00
IGST									54,843.48
Net PO Amt									359,529.48

Amt In Words(INR) : THREE LAKH FIFTY NINE THOUSAND FIVE HUNDRED TWENTY NINE & FORTY EIGHT cents Only

Payment Terms : Progressive payments / Running Bills

Tax code : G4 GST-18%


 Prem Prakash Shukla
 Authorized Signatory
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Terms of Payment :
IncoTerms : FOR GPIL raipur
LD Clause : LD will be deducted @ 0.5 % per week from delivery date (subject to maximum 5 %).
TDS : TDS will be deducted as per prevailing Govt. rule.
Remarks BALA (Building as Learning Aid) Painting for Anganbaadi School
: All Materials supply should accompany Test Certificate mandatorily .

This is system generated purchase order , hence not signed .

Please Address/deliver all the commercial documents such as Invoice / Challan / Report / Certificate to our main stores only.Under no circumstances, the commercial documents should be handed over to our plant staff.
You can also email the copy of invoice to : - receipt.stores@gpil.in

SPECIAL TERMS & CONDITIONS

1. Please send the order acknowledgement within 7 days of receipt of this Purchase Order. The supplier is expected to scrutinize the Purchaseorder immediately on receipt thereof and inform us in case of any discrepancy. No objection regarding errors & omission, if any, shall be entertained after the expiry of 7 days from date of the receipt of order.**Kindly note our accounts department reserves the right to hold the payment against this P.O. till the receipt of the order acknowledgment.**
2. Please Address/deliver all the commercial documents such as GST Invoice /Challan / Report / Certificate to our main stores only.
You can e-mail the above documents to: - **receipt.stores@gpil.in**
3. The Supplies should accompany e-invoice(wherever applicable) and e-way bill/challan bearing our Purchase Order(PO) reference, full description of items, HSN code, GSTIN details etc.
4. Rejection on account of quality, specification, delivery will be on your A/c. Rejected materials must be collected from our works immediately on receipt of Rejection Advice / Mail, otherwise handling charges will be debited to your account.
5. TRANSIT INSURANCE : To be covered by us(GPIL). Please inform dispatch details by mail immediately on readiness of material for dispatch.
- 6. Material Safety Data Sheet (MSDS) required along with supply of hazardous materials and TRANSPORT EMERGENCY(TREM) card required with supply/ transportation of inflammable materials(Fuels, Deisel etc.).**
6. The Transporter deputed by you for transporting the materials to our Plant should follow the rules, regulations and safety norms of GPIL inside our Plant premises. The Driver or Helper/Cleaner should not enterour Plant premises in intoxicated condition.
 - a) Any casualties/accident or damages made by the Transporter's vehicle inside our plant premises will be solely on account of supplier and/or transporter.
 - b) All the vehicles entering our plant premises must have a valid Motor Insurance Policy, RC & Fitness certificate and the Driver should have avalid Driving Licence.
 - c) In case, vehicle is involved in any accident inside the plant, it will not be relieved from our plant without the completion of enquiry by our officials.
 - d) The transporter should incorporate in Bilty/challan(LR), contact details of Driver and Helper/Cleaner.

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TERMS & CONDITIONS FOR SERVICE / LABOUR CONTRACTS / JOBWORK

1.This Service/Labour Contracts/Job Work Order Terms and Conditions, which include the applicable Purchase Order (P.O.) and any Exhibits thereto (collectively, the "Agreement") by Godawari Power & Ispat Limited (GPIL) and "Service Provider", shall constitute the entire agreement of the parties with respect to the Services as defined in the applicable Purchase Order or Service/Labor Contracts/Job Work Order's.

2.GPIL will place orders for Services via purchase orders (P.O.) or service/labour contracts/job work order's ("Purchase Orders") in writing in advance of GPIL's requested delivery dates. Each Purchase Order will specify the Services to be performed and the term for performance of the Services.

3Service Provider is hereby notified of GPIL's objection to, and rejection of, any additional or different terms in Service Provider's quotation, acknowledgement, invoice, or other forms.

4.The payment terms shall be as mentioned in Purchase Order or Service/Labour Contracts/Job Work Order's. Service Provider acknowledges that GPIL has the right and liberty to adjust any Previous Dues /Payables and GPIL may set off any amount owed to GPIL from Service Provider under this Agreement or any other agreement with GPIL .

5.Each Party will be responsible for its own respective taxes as required by law.

6.The Services shall be performed strictly as per the instructions in the Purchase Order or Service/Labour Contracts/Job Work Order's.

7.The time and date of performance of Services as stipulated in the Purchase Order or Service/Labour Contracts/Job Work Order's shall be deemed to be the essence of the Agreement. In case of delay in performance of its obligations by the Service Provider, or any extension granted by the GPIL, the Purchaser shall at its option either:

a. accept delayed performance of Services at price reduced by a liquidated damage ("LD") percentage (%) mentioned in the Purchase Order or Service/Labour Contracts/Job Work Order's for every week of delay or part thereof; and/or

b. cancel the Purchase Order or Service/Labour Contracts/Job Work Order's in part or in full and avail the Services remaining to be performed from other Service Provider available in open market at the prevailing market price for the Services at the risk and cost of the Service Provider; and/or

c. refuse to accept the Services performed beyond the agreed performance date and claim indemnity for Service performed belatedly by the Service Provider. The Services shall Correspond with the specification provided in Purchase Order or Service/Labour Contracts/Job Work Order's otherwise the same shall be liable to be rejected and the Service Provider shall be deemed to have failed to deliver the Services in breach of the Purchase Order or Service/Labour Contracts/Job Work Order's.

The date of a Purchase Order will be deemed placed (the "Order Date") on the date the email or post/courier of the Purchase Order was made.

Service Provider will acknowledge receipt of GPIL's Purchase Order within two (2) business days after the Order Date. GPIL shall have the right to make changes to any Purchase Order. Such changes shall include, but not be limited to, changes in GPIL's specifications upon which the Purchase Order is based. Should any change affect the prices contained herein, or delivery time, Service Provider shall, before proceeding further with Purchase Orders, notify GPIL of any such changes and receive GPIL's confirmation thereto. No modification, alteration or amendment to a Purchase Order shall be effective unless approved by both parties in writing.

GPIL reserves the right to cancel all or any part of a Purchase Order if Service Provider does not perform the Services as specified, or if Service Provider breaches any of the terms hereof.

8.Prior to commencing any Services, Service Provider shall obtain written authorization from GPIL to commence work. When Services are carried out on any site or premises of GPIL, Service Provider shall comply with the site and safety rules and regulations and ensure that Service Provider has all required work permits/licenses or any other authorizations required to perform the Services. It is the responsibility of Service Provider to provide appropriate protective clothing and equipment where necessary for the protection of its personnel in performing the Services and the cost of such protective clothing or equipment shall be deemed to have been included in the price of the Services. Upon completion of the Services, Service Provider shall clear away and remove from the site/premises all equipment, surplus materials, waste and rubbish and leave the site/premises in a broom-clean Condition to the satisfaction of the site personnel. Service Provider shall be responsible for the safekeeping and maintenance in good order of any equipment or property issued by GPIL in order to perform the Services and shall return same in good condition, normal wear and tear excepted, upon conclusion of the Services.

9.If GPIL at any time becomes dissatisfied with the performance or conduct of any employee or contractor of Service Provider engaged in

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performing under this Agreement, Service Provider shall upon notice from GPIL promptly replace such employee or contractor.

10. The Service Provider shall employ manpower or labour in sufficient numbers to maintain the required rate of progress and of quality to ensure workmanship of the degree Specified in the Order and to the satisfaction of the GPIL. The Service Provider shall not employ in connection with the Order any person who has not completed eighteen years of age or who has completed sixty years of age.

11. The Service Provider shall pay to manpower or labour employed by him either directly or through sub-contractors wages in accordance with the rules, regulations and the law in force relating to the payment of wages for the workers. Service Provider will also submit the monthly attendance and wages register to GPIL for required verification along with bills or invoices. Since, this Order is for doing Temporary Seasonal and Non perennial jobs, the personnel deployed by Service Provider shall not have any right to claim permanency of jobs in GPIL. Similarly, GPIL do not guarantee full time or round the year deployment of Service Provider's personnel since GPIL's requirement is need based and any increase/decrease of Manpower may be affected depending upon GPIL's need and exigencies.

12. The Service Provider shall be liable to pay his contribution and the employees contribution to the State Insurance Scheme in respect of all labour employed by him for the Execution of the Order, in accordance with the provisions of "The Employees State Insurance Act, 1948" as amended from time to time. In case the Service Provider fails to Submit full details of his account of labour employed and the contribution payable, GPIL shall retain from the running bills of Service Provider an amount of contribution as Assessed by him. The amount so retained shall be adjusted against the actual contribution payable for Employees State Insurance and retention amount will be paid on submission of challan.

13. GPIL shall, on a report having been made by an Inspecting Officer as defined in the applicable Labour laws, have the power to deduct from the money due to the Service Provider any sum required or estimated to be required for making good the loss suffered by a worker(s) by reason of non-fulfilment of the conditions of the Contract with Service Provider for the benefit of worker(s), non-payment of wages or of deductions made from his or their wages which are not justified by the terms, of the Contract or non-observance of the said Service Provider of Labour Regulations.

14. The Service Provider shall not at any time do, cause or permit any nuisance on Site of GPIL or do anything which shall cause unnecessary disturbance or inconvenience to GPIL employees or occupants of other properties near the Site and to the general public.

15. The Service Provider shall either himself supervise the execution of the Works or shall appoint a competent Supervisor approved by the GPIL. Orders given to the Service Provider's Supervisor shall be considered to have the same force as if these had been given to the Service Provider himself. If the Service Provider fails to appoint a suitable Supervisor as directed by the GPIL, the GPIL shall have full powers to suspend the execution of the works until such date as a suitable Supervisor is appointed and the Service Provider shall be held responsible for the delay so caused to the works.

16. The Service Provider shall employ in and about the execution of the Works only such persons as are skilled and experienced in their several trades and the GPIL shall be at liberty to object to and require the Service Provider to remove from the works any person employed by the Service Provider in or about the execution of the Works who, in the opinion of the GPIL, misconducts himself or is incompetent or negligent in the proper performance of his duties for Order and such person shall not be again employed upon the Works without permission of the GPIL.

17. The Service Provider shall be responsible to make good and remedy at his own expense within such period as may be stipulated by the GPIL, any defect which may develop or may be noticed before the one year of the completion of the Order and intimation of which shall be sent to the Service Provider by hand delivery or by registered post.

18. The Service Provider shall, in accordance with the requirements of the GPIL, afford all reasonable facilities to other contractors engaged contemporaneously on separate contracts in connection with the Order and labour of any other agency or statutory body which may be employed at the Site of GPIL on execution of any work not included in the Order.

19. Service Provider shall also provide us a list of personnel engaged in job/work along with photographs with their brief Bio-data, Aadhar Card, Driving License and experience certificate in details (if required) to GPIL.

20. Service Provider shall be responsible for all statutory liabilities like Labour License, EPF, ESIC/ WC Policy, etc. for the personnel deployed by it.

21. Service Provider shall submit the copies of Labour License, W.C. Policy, ESIC, PF Challan, etc. issued by the concerned authorities to GPIL's Personnel Department within 30 days, failing which the statutory dues of Service Provider's personnel like, ESI, PF and in case of fatal accident occurred to workmen on duty, Service Provider will have to bear all medical expenses and compensation of the injured workmen.



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- 22.** In spite of instructions of GPIL, if Service Provider violate the safety rules and instructions and any accident occurs due to negligence, Service Provider will be imposed the penalty as per the decision taken by GPIL safety department.
- 23.** The normal working hours shall be 8 (Eight) hours with a lunch break as prescribed. However, the timing may be changed at the discretion of the GPIL from time to time. In case of urgency/emergency, the labour can be deployed beyond normal duty hours with prior approval of competent officer.
- 24.** The deployment of manpower by GPIL shall be as per actual requirement to be decided in consultation with the Service Provider and any increase/decrease in the actual deployed strength shall be made proportionately.
- 25.** Service Provider shall abide the rules and discipline of the GPIL, if anyone found breaching/violation of the same shall be replaced immediately. Service Provider will also ensure that their personnel shall not be indulging in any sort of anti-social activities like theft, gambling, strike, dharna, gherao and fraud against the GPIL. If such type of incident happens during the performance of Order, Service Provider will be solely responsible for any disciplinary, legal and criminal action against Service Provider by the company/Govt. Authorities. Accordingly, Service Provider's security deposit and/or bill amount will be forfeited against any damage or loss of GPIL.
- 26.** Service Provider's employees while on duty or before coming to duty for Order should not consume alcohol/drugs or other intoxicants.
- 27.** Drawings provided by the GPIL must be utilized as a man of ordinary prudence would do and must be returned in the same condition immediately after the purpose is served. Such drawings as a whole or any part thereof must not be lent, shown, copied or transmitted by Service Provider in any form or by any means to third parties under any circumstances.
- 28.** The job/job work under Order is to confirm relevant IS standard and inspection will be done accordingly. Service Provider shall not make any variation from drawings and specifications, instructions etc. without prior written approval of the company's engineer-in-charge.
- 29.** This Agreement and T&C shall remain in force for a period of one year from the date of Purchase Order or start of work, whichever is earlier.
- 30.** The Service Provider has to arrange accommodation and transportation at their own cost and risk, unless specified otherwise in PO.
- 31.** Water and Electricity as required for the performance of the Order shall be provided free of cost for work at site by GPIL.
- 32.** Storage of all material of Service Provider shall be responsibility of Service Provider and GPIL shall not have any liability for any loss / damage in relation to the stored material of the service provider.
- 33.** This section applies to the extent Service Provider utilizes GPIL owned or provided equipment ("Equipment") in the performance of Services, installation or set-up of Products or for any other reason.
- A.** GPIL makes no representations or warranties about the character, condition, quality or characteristics of any Equipment. GPIL is not a merchant of the Equipment. Service Provider agrees that its use of the Equipment is at Service Provider's sole risk. SERVICE PROVIDER ACCEPTS THE EQUIPMENT "AS-IS". GPIL NEITHER EXPRESSES NOR IMPLIES ANY WARRANTIES AS TO THE QUALITY OR CONDITION OF THE EQUIPMENT AND EXPRESSLY DISCLAIMS ANY WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. GPIL EXPRESSLY DISCLAIMS ANY REPRESENTATIONS ABOUT THE CONDITION, QUALITY, CAPACITY OR OTHER CHARACTERISTICS OF THE EQUIPMENT.
- B.** Service Provider will do everything necessary to keep the Equipment safe and in proper working order and will return the Equipment to GPIL promptly upon satisfaction of the work set forth in the applicable Purchase Order necessitating use of the Equipment. If any of the Equipment is damaged beyond ordinary wear and tear, as determined in GPIL's sole discretion, then on demand Service Provider will immediately either:
- (i) Restore the Equipment to good working order; or
- (ii) Replace the Equipment with an equivalent item which is in good working order, is of the same make as the damaged Equipment and is of the same or later model as the damaged Equipment. If any of the Equipment is lost, stolen, destroyed, or damaged beyond repair, then on demand Service Provider will immediately replace such Equipment with an equivalent item which is in good working order, is of the same make as the damaged Equipment, and is of the same or later model as the damaged Equipment.
- 34.** Service Provider shall return to GPIL all such serviceable materials that may be left with Service Provider, after the completion of the Service or at its termination for any reason Whatsoever.
- 35.** Service Provider shall plan and conduct its Services to safeguard persons and property from injury. Service Provider shall direct performance of Services in compliance with reasonable safety and work practices and comply with the requirements of the Health, Safety and Environment at Work and any other Acts, orders, regulations and Codes of Practice relating to health, safety and environment which may

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apply to the Service Provider in the performance of the Purchase Order.

36. GPIL may designate safety precautions in addition to those in use or proposed by Service Provider and Service Provider must follow such precautions. GPIL reserves the right to inspect the Services and to halt Services to ensure compliance with reasonable and safe work practices and with applicable laws, rules and regulations.

37. Service Provider warrants that all Services performed under this Agreement are in accordance with all applicable laws, regulations, ordinances, orders and guidelines and in accordance with good industry practice.

38. GPIL will also provide, upon request by the Service Provider with copies of GPIL's safety rules, which must be read by each employee of Service Provider and its Subcontractors who will work on the Site prior to the commencement of work.

39. At GPIL's request, Service Provider shall furnish such technical assistance and information as it has reasonably available with respect to the Services. Unless otherwise agreed in writing, all such technical assistance and information will be provided at no cost to GPIL.

40. The relationship of the Parties shall be that of independent contractors and nothing herein shall be construed as creating a joint venture, partnership, agency or other relationship between Service Provider and GPIL.

41. GPIL retains the right to terminate this Agreement or any Purchase Order in whole or in part for any reason whatsoever. If GPIL terminates the Agreement or any applicable Purchase Order, GPIL shall be entitled to receive from Service Provider a pro-rata refund of any unused fees or amount paid to Service Provider.

42. Either Party may terminate this Agreement or affected Purchase Order effective immediately upon written notice in the event-

A. of the other Party's insolvency, reorganization, debt arrangement, assignment for the benefit of creditors or any other granting of relief from Creditors;

B. Of any material breach of this Agreement by the other Party which remains uncured after thirty (30) days written notice thereof from the non-breaching Party. For avoidance of doubt, failure to make payment of any disputed amounts shall not be considered a material breach.

43. To the full extent allowed by law, Service Provider hereby expressly waives its right to assert any lien claim against GPIL, its facilities or Services. Service Provider shall defend, indemnify and hold GPIL harmless from all resulting costs and attorneys fees from all such claims.

44. Neither Party shall be liable to the other for any failure to perform under this Agreement when such failure or delay shall be caused by any Act of God (defined as a natural catastrophe that cannot be prevented such as, without limitation, an earthquake, tidal wave, volcanic eruption, flood or tornado), or events that are, in each case, beyond the reasonable control and without the negligence or wilful misconduct of the Party so affected such as fire, riot, invasion, act of terrorists, war, pandemic, epidemic like COVID # 19 etc., lockdown or act of any governmental authority (each, an "Event of Force Majeure"). The Party whose performance is so affected shall provide prompt written notice to the other, shall indicate the estimated duration of such Event of Force Majeure, and shall use reasonable efforts to mitigate the effects of such Event of Force Majeure. If such Event of Force Majeure continues for more than thirty (30) days, GPIL has the option, at any time thereafter during which the Event of Force Majeure is continuing, to terminate this Agreement in its entirety, without liability to Service Provider, except to pay for Services already performed to the satisfaction of GPIL.

45. Service Provider shall maintain, at its offices, complete and accurate books and records, supporting data and other sufficient detail relating to the provision of Services.

46. Service Provider warrants that the Services will be performed by appropriately qualified and trained personnel with all due care and diligence and to such a high standard of quality as it is reasonable for the GPIL to expect in all circumstances.

47. Service Provider shall indemnify, defend and hold harmless GPIL and its officers, directors, employees, agents, licensees, sub-licensees and all their successors and assigns (collectively, the "Indemnities") from and against any and all losses, claims, demands, suits, damages, liabilities and related costs and expenses (including attorneys' fees, litigation expenses and costs of establishing rights to indemnification) (collectively, the "Claims") incurred by or asserted against any Indemnities.

48. In no event shall GPIL be liable to Service Provider for any incidental, indirect, special, consequential, punitive, or exemplary damages or loss of profits arising out of, or in connection with, the Agreement or any part thereof.

49. The Parties acknowledge that in the course of performance of this Agreement, they may have access to or acquire information concerning Service Provider or GPIL and its Affiliates, as the case may be, which is confidential and proprietary. The Parties also agree that the fact of the business relationship between them will be considered confidential information. The Parties agree to hold all such information in strict confidence, not to disclose such information to third parties (unless to affiliates, employees or advisors with a need to know and subject to obligations of confidentiality no less strict those set forth herein) and not to use such information for any purpose other than in connection with



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this Agreement.

50. This Agreement shall be interpreted in accordance with the laws of India. Any litigation arising hereunder or related hereto must be brought before the courts at Raipur(C.G.).

51. Service Provider shall not assign its rights or delegate its duties hereunder without the prior written consent in writing of the GPIL.

52. Notices and other communications made with respect to this Agreement shall be given in writing and addressed to the Parties at the addresses given in the Purchase Order. Notices shall be delivered by email, by a nationally recognized courier service, or by registered post.

53. The suppliers shall take all measures necessary to comply with the requirements of health, safety and environment at their workplace and any other acts, orders, regulations and Codes of Practice relating to health ,safety and environment which may apply to the Supplier in the performance of the Purchase Order [as per HIARO of OHSMS 45001: 2018, QMS 9001:2015, EMS 14001:2015].

54. The Supplier shall take all measures necessary to comply with the Environmental, Social & Governance (ESG) norms at their Work place.

Environmental:

Resource conservation: Minimizing water and energy usage in production process.

Waste reduction: Implementing waste minimization strategies and recycling programs.

Emissions control: Reducing greenhouse gas emissions from operations and transportations.

Sustainable materials sourcing: Prioritizing use of recycled or renewable materials.

Social:

Labor standards: Adherence to fair labor practices including minimum wage, safe working conditions, and no forced labor.

Employee rights: Respecting freedom of association and collective bargaining rights.

Diversity and inclusion: Promoting diversity in the workforce and inclusive workplace practices.

Community engagement: Positive social impact initiatives within the local community.

Governance:**Ethical conduct: Commitment to ethical business practices, anti-bribery and anti-corruption policies.**

Transparency and accountability: Providing accurate information regarding business operations and compliance with regulations.

Supply chain management: Ensuring responsible practices throughout the entire supply chain.

Reporting requirements: Submitting regular reports on ESG performance metrics.

Received and Accepted the PO:

Signature:

Name:

Dated:

Prem Prakash Shukla
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