



MNR Exports Pvt Ltd

OVERTIME POLICY

The company does not promote any overtime, nevertheless if the production demands overtime due to urgent order or shipment, the same shall be subject to the provision of the Factories Act 1948 (63 of 1948), or any other Act for the time being in force and payment for such overtime work shall be regulated in accordance with the provision of the said act.

A handwritten signature in blue ink that reads 'Nilesh Doshi'.

NILESH DOSHI
(MANAGING DIRECTOR)

18th August, 2008