



MNR Exports Pvt Ltd

WORKING HOURS POLICY

With respect to the applicable local laws of the land and MNR EXPORTS PVT LTD, “Social Compliance-Code of Conduct’s”, Working Hour Policy is purely based on shift timing basis which is as follows:

a) If the production activity has single shift, the timings are as follows:

i) 9:00 AM To 5:30 PM with Half An Hour Lunch Break.

b) If the production activity has double shifts, the timings are as follows:

i) 5:00 AM To 1:30 PM with Half An Hour Lunch Break.

ii) 2:00 PM To 10:30 PM with Half An Hour Lunch Break.

The Total Working hours shall not exceed 8 hours in a day or 48 hours in a week calculated on a 17 weeks average as per ILO.

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

NILESH DOSHI
(MANAGING DIRECTOR)

18th August, 2008