

SP 110054-44 <110054>
GSTIN No: AHSHT254896701
ED700614515111
Counter No:1, CP-Codes:PA1
To: RAJEEV GUPTA,
GURGAON, PIN:122001



From: GURGAON SPANKI SANGATHAN, GURGAON
Wt: 30grams, 27/01/2021, 14:31
Arts: 18.00
POST @% 1.5, UTGST @% 1.50
<<Track on www.indiapost.gov.in>>

ramik Kendra (GSK)

2, Jawala Mill, Old Delhi-Gurgaon Road, Above
2015, Haryana. Contact No-9210808064

SP 110054-44 <110054>
GSTIN No: AHSHT254896701
ED700614524711
Counter No:1, CP-Codes:PA1
To: SANJAY GUPTA,
GURGAON, PIN:122001



From: GURGAON SPANKI SANGATHAN, GURGAON
Wt: 30grams, 27/01/2021, 14:32
Arts: 18.00
POST @% 1.5, UTGST @% 1.50
Gurgaon, Haryana-122001.

REGISTERED A.D

DATE: 27.01.2021

WITHOUT PREJUDICE

Phase-III,
Ltd.

2. **Rajeev Gupta (Managing Director)**
Turquoise Fashions Private Ltd.
Plot No-449, Udyog Vihar, Phase-III,
Gurgaon, Haryana-122001.

Subject: **LEGAL NOTICE**

Our client: Mr. Kamlesh Kumar s/o Kalloo Prasad resident of House No-558
Dalan Pana, Bijwasan, South-West Delhi, Delhi-110061.

Sir,

Under instructions and on behalf of our client we serve you with the following
notice as under:

1. That in November, 2005 our client was appointed in your company as a
Supervisor and he has worked according to the instruction of your
company.
2. That our client was not paid according to the Minimum Wages Act and
your company has not followed the Labour Laws and in conflict with the
laws.

Gurgaon Shramik Kendra (GSK)

Plot No.L-117, Rao Malchand Complex, Jawala Mill, Old Delhi-Gurgaon Road, Above Yummy Restaurant, Gurgaon-122015, Haryana. Contact No-9210808064

3. That according to our client your company is in a regular practise of Bonded Labour and forced Labour and operating without complying any law and the workers are beaten up within the premises of the company.
4. That your company did not provided ID card, PF Slip, Salary Slip and ESIC Card to our client. The company has not provided any social security to our client, Gratuity, PF, Bonus and Retrenchment allowance etc.
5. That our client was forced to work for long hours and was not provided any document relating to the employment and the company had not paid the dearness allowance and other allowance to our client.
6. That our client had faced harassment and torture while working in your company and forced to work without wages and the overtime was paid at single rate.
7. That our client was terminated from the services of the company without notice and illegally. Our client is compelled to live in an inhuman condition. He is also getting threats from your side and flighty language was used against him. The Owner of the company also abused my client

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several times and also beaten up in the company premises, which is a criminal act.

8. That according to our client the owner of the company used caste based abusing words against our client which is criminal offences under SC/ST Act and the accused persons can be arrested immediately and other criminal charges can also be imposed against them.

9. That our client has completed 16 years of service in your company, so he is entitled for Gratuity, Pension and other Social Security benefits.

10 That our client was not paid according to the law and last time he used to get Rs. 50,000 (including overtime). Our client informed you about the Gratuity time to time, but you never responded for the same.

11 That our client was not allowed to take holidays and was compelled to work for throughout the week. The company has not allowed our client to take a break or rest, which is against the law, which is a part of Bonded and Forced Labour in your company.

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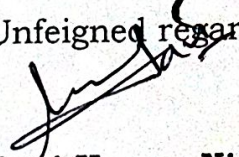
12 That because of your behaviour our client was illegally terminated from your company. Just because of your illegal practise our client has to face financial hardship and mental harassment.

12 I, therefore, through this Notice finally call upon you to pay to my client legally entitled amount due with company like PF, Bonus, Gratuity, Retrenchment compensation and pending salary, etc along with interest @ 8% p.a. from the date of notice till actual realization of the said amount, together with notice fee of Rs. 11,000.

That, either you discharge your liability towards our client in next 15 days or criminal and civil charges will be framed against you and your company and you and your company can be punished for imprisonment which may extend to two years, or with fine which may be according to law.

This is for your information and necessary compliance.
Copy retained for future action if required.

Unfeigned regards


Ravi Kumar Nigam
Advocate



Mr. Kamlesh Kumar
(Our client)