

FORMAT OF COMPLIANCE CERTIFICATE

Subject: Certificate of Compliance with various applicable Laws.

I,(Name), working as,(Designation) in CESC, Mysuru, hereby declare that I am entrusted with the responsibility of ensuring compliance with various laws applicable to the company in the Administration of business and affairs of the company.

After having examined and considered all relevant information and based on the information furnished by the concerned officers, I, do hereby certify that the Finance/ Technical/ Administration/ LA,R&R/ Legal wings/ department of CESC, Mysuru for the period January...March; April.....June; July... September; October....December YY, has in the conduct of business:

- 1) Complied with all applicable laws, enactments, orders, rules, regulations and other statutory requirements of the Central, State and other Statutory and local authorities concerning the business and affairs of the Company;
- 2) Paid all applicable statutory dues on due dates;
- 3) Maintained proper registers, records, documents and books and filed proper returns, forms and statements and furnished necessary particulars to the relevant authorities; and
- 4) Not done or committed any act or entered into any transactions in violation of any statutory provisions.

Date: DD/MM/YYYY

Place: Mysuru

Name:

Designation:

List of statutes, rules, etc. requiring periodical compliance reporting from the

Sl. No.	Acts / Rules	Section /s to report	compliance
1	The Employees State Insurance act, 1948	Admin &HR	General
2	The Employees Provident Fund and Miscellaneous Act, 1952	Admin &HR	General
3	Karnataka Shops and Establishments act, 1961	Admin &HR	General
4	The Payment of Wages Act, 1936;	Admin &HR	General
5	The Minimum Wages Act, 1948;	Admin &HR	General
6	The Maternity Benefit Act, 1961;	Admin &HR	General
7	The Equal Remuneration Act, 1976;	Admin &HR	General
8	Employment Exchanges (CNV) Act, 1959	Admin &HR	General
9	The Contract Labour (Regulation and Abolition) Act, 1970	Admin &HR	General
10	The Workmen's Compensation Act, 1923	Admin &HR	General
11	Industrial Disputes Act, 1947	Admin &HR	General
12	The Employees Liability Act, 1938	Admin &HR	General
13	Payment of Bonus Act, 1965	Admin &HR	General
14	The Payment of Gratuity Act, 1972	Admin &HR	General
15	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013;	Admin &HR	General
16	Adherence to Manuals Instruction, guidelines issued from time to time	Admin &HR	General
17	The Indian Factories Act, 1948 and Karnataka state Rules	Admin &HR	General
18	The Indian Contract Act, 1972	Admin &HR	General
19	Fatal Accidents Act	Admin &HR	General
20	The Building and Other Construction Workers Act, 1996	Admin &HR	General
21	The RTI Act, 2005	Admin &HR	General
22	Disaster Management Act, 2005	Admin &HR	General
23	The KTPP Act, 1999	Admin &HR	General