

THE PAYMENT OF GRATUITY ACT, 1972

Notice of Authorized Person under Payment of Gratuity Act, 1972

Name & Address of the Establishment	Sammaan Capital Limited Applicable for all Branches.
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As required under the payment of Gratuity Act, 1972 (See Sub-Rule (1) of Rule 4)

This is to certify that Shri Siva Kumar, the HSS Lead is the person authorized to receive any notice under the Gratuity Act, 1972D.

THE PAYMENT OF GRATUITY ACT, 1972

The Child Labour (Prohibition and Regulation) Act of 1986

Display of Notice under Child Labour (Prohibition & Regulation) Act, 1986

Name & Address of the Establishment	Sammaan Capital Limited Applicable for all Branches.
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With reference to the Section 3 & 14 of the Child Labour (prohibition & Regulation) Act, 1986,

“No Child Labour Employment in this Establishment”

NOTICE UNDER CHILD LABOUR (PROHIBITION & REGULATION) ACT, 1986

OPENING & CLOSING HOURS

**The Shops and Establishment Act, 1958 and Applicable for all State
Rules Notice of Weekly Holiday**

Name & Address of the Establishment	Sammaan Capital Limited Applicable for all Branches.
WORKING HOURS	10:00 AM to 06:00 PM
Lunch Time	01:00 PM to 02:00 PM

Weekly Holidays All Sundays, Every 2nd & 3rd Saturdays of the Month

WEEKLY HOLIDAYS LIST & WORKING HOURS WITH REST INTERVALS

PAYMENT OF WAGES ACT, 1936

FORM-VI, The Payment of Wages Act, 1936

Name & Address of the Establishment	Sammaan Capital Limited Applicable for all Branches.	
Pay Master पे मास्टर	Name	Mr. Siva Kumar
	Designation	HSS Lead
Wages Period	Monthly	
Payment Date	Last day of month	

Minimum wages are paid as per the notifications issued by the Department of Labour, Government of all State and as per the Central Wages and which ever is high.

THE PAYMENT OF WAGES ACT, 1936

PROTECTION OF WOMEN FROM SEXUAL HARASSMENT ACT, 2013

Prevention on Sexual Harassment at Workplace

Name & Address of the Establishment	Sammaan Capital Limited Applicable for all Branches.
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Regional Internal Complaints Committee

Designation	Name	Contact Number	E Mail ID
Presiding Officer	Niharika Bhardwaj	0124 – 6681066	niharika.bhardwaj@sammaancapital.com
Member	Mukesh Chaliha	0124 – 6681330	mukesh.chaliha@sammaancapital.com
Member	Ashu Girotra	011 – 30156946	agirotra@sammaancapital.com
External Representative	Revathi Roy	022 – 40040481	roy.ravathi60@gmail.com

Penal consequences for Sexual Harassment would mean imposition of appropriate penalty as envisaged under the Service Rules of the Establishment, which may include:

1) Censure or Warning, 2) With-holding of increment(s) or promotion, 3) Demotion/reduction to a lower grade or position, 4) Reduction in Salary, 5) Discharge from the services of the Office, 6) Dismissal (without terminal benefits), 7) Termination from the services of the Office,

As and when required, action of: Filing of criminal complaints against employee alleged to have committed offences requiring Police investigation and prosecution.

PROTECTION OF WOMEN FROM SEXUAL HARASSMENT ACT, 2013

UNDER THE PROHIBITION OF SMOKING IN PUBLIC PLACES, 2005

NO SMOKING

Name & Address of the
Establishment

Sammaan Capital Limited

Applicable for all Branches.



Under the Prohibition of Smoking in Public
Places, 2005

It is illegal to smoke in these premises, if
anyone is smoking here then report it.

Mr. Siva Kumar

Under the Prohibition of Smoking in Public Places, 2005

THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016

Display of notice under The Rights of Persons With Disabilities Act, 2016

Name & Address of the
Establishment

Sammaan Capital Limited

Applicable for all Branches.

The Rights of Persons with Disabilities Act, 2016 “We promote the employment of persons with disabilities” and there is no restriction on employing any eligible individual in this establishment.

For Sammaan Capital Limited

Authorised Signatory

THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016

THE TRANSGENDER PERSONS (PROTECTION OF RIGHTS) ACT, 2019

Display of notice under The Transgender Persons (Protection of Rights) Act, 2019

Name & Address of the
Establishment

Sammaan Capital Limited

Applicable for all Branches.

The Transgender Persons (Protection of Rights) Act, 2019, We encourage the employment of Transgender persons and there is no restriction on hiring any eligible individual in this establishment.

For Sammaan Capital Limited

Authorised Signatory

THE TRANSGENDER PERSONS (PROTECTION OF RIGHTS) ACT, 2019

