

From: JT [REDACTED]@choicgroup.in

Subject: RE: DAILY WAGES

Date: December 18, 2023 at 6:42 PM

To: Vid [REDACTED] <vid[REDACTED]@choicgroup.in>, Joshua Farinella Jos [REDACTED]@choicgroup.in

Cc: Jacob Jose jac [REDACTED]@choicgroup.in, Gaurav Rathore gau [REDACTED]@choicgroup.in, Gan [REDACTED]@choicgroup.in,

Dix [REDACTED]@choicgroup.in, Thomas Jose tho [REDACTED]@choicgroup.in, alo [REDACTED]@choicgroup.in, Mar [REDACTED]

mai [REDACTED]@choicgroup.in, Kri [REDACTED] kri [REDACTED]9@gmail.com, Akh [REDACTED] akh [REDACTED]@choicgroup.in, Ous [REDACTED]

Ous [REDACTED]@choicgroup.in



Had you briefed me of the seriousness of the issue i would have made a on the spot decision . you have the responsibility in bringing up matters in writing on a timely manner .

J T

From: Vid [REDACTED] <vid[REDACTED]@choicgroup.in>

Sent: Friday, December 15, 2023 3:08 AM

To: JT [REDACTED]@choicgroup.in>; Joshua Farinella <Jos [REDACTED]@choicgroup.in>

Cc: Jacob Jose <jac [REDACTED]@choicgroup.in>; Gaurav Rathore

<gau [REDACTED]@choicgroup.in>; Gan [REDACTED] <gan [REDACTED]@choicgroup.in>; Dix [REDACTED]

<dix [REDACTED]@choicgroup.in>; Thomas Jose <tho [REDACTED]@choicgroup.in>; alo [REDACTED]

<alo [REDACTED]@choicgroup.in>; Mar [REDACTED] <mar [REDACTED]@choicgroup.in>; Kri [REDACTED]

<kri [REDACTED]@gmail.com>; Akh [REDACTED] <akh [REDACTED]@choicgroup.in>; Ous [REDACTED]

<Ous [REDACTED]@choicgroup.in>

Subject: Re: DAILY WAGES

Sir,

Recently when we revised the wages at Kochi, we did have an in person discussion about revising at Amalapuram too, and after thoughtfully considering that Amalapuram would only be temporary you had advised that we should ensure full compliance when we move to Bapatla only so not to make any changes in Amalapuram for time being.

Also regarding Avantis for Amalapuram, for the same reason, we had discussed that Amp is temporary so we will start when we move to Bapatla. Gaurav and I had initiated discussions with Avantis team to cover Amalapuram before that and later since it was to be kept on hold, they advised additional charges to include new unit in the scope when we are ready. Legal and secretarial team (Fiy [REDACTED] and Jos [REDACTED]) were fully involved in all the discussions.

Please advise further.

Thanks,

Vid [REDACTED]

From: JT [REDACTED]@choicgroup.in>

Sent: Friday, December 15, 2023 4:43 AM

To: Joshua Farinella <Jos [REDACTED]@choicgroup.in>

Cc: Jacob Jose <jac [REDACTED]@choicgroup.in>; Vid [REDACTED] <vid [REDACTED]@choicgroup.in>;

Gaurav Rathore <gau [REDACTED]@choicgroup.in>; Gan [REDACTED]

<gan [REDACTED]@choicgroup.in>; Dix [REDACTED] <dix [REDACTED]@choicgroup.in>; Thomas Jose

<tho [REDACTED]@choicgroup.in>; alo [REDACTED] <alo [REDACTED]@choicgroup.in>; Mar [REDACTED]

<[redacted]@choicgroup.in>, au [redacted]@choicgroup.in, ivia [redacted]
<mar [redacted]@choicgroup.in>; Kri [redacted] <kris [redacted]@gmail.com>; Akh [redacted]
<akh [redacted]@choicgroup.in>; Ous [redacted] <Ous [redacted]@choicgroup.in>
Subject: DAILY WAGES

Josh ,

Just now jacob called me and said that you had called him on phone and discussed the matter related to the wage increase proposed by Jacob (I am referring to the mail he send) . I am rather shocked to hear that we were not paying the minimum wages .. I have always spoken about choice group falling in line with the law of the land wherever we operate .

Kr.. this needs to be attended to .

Akh [redacted] .. this is violation our policies . you are responsible for Aventis .. and I am wondering how this was not caught??

Vid [redacted] .. I need your explanation . Gaurav .. you are also equally responsible (if this is true)

While I wait for explanations .. **Josh**, please go ahead and implement the minimum wages . this matter should be discussed with all contractors and their per kg rate needs to be adjusted accordingly .once the discussions are complete with contractors this revision should be announced to all the associates .

This will also help us in getting more work force which will resolve our pains .

J t