

From: Kir [REDACTED] kir [REDACTED]@choicigroup.in

Subject: INCIDENT REPORT

Date: January 4, 2024 at 3:07 AM

To: Joshua Farinella Jos [REDACTED]@choicigroup.in, Gaurav Rathore gau [REDACTED]@choicigroup.in, Vid [REDACTED]@choicigroup.in, Thomas Jose tho [REDACTED]@choicigroup.in

Cc: Mei [REDACTED] mei [REDACTED]@choicigroup.in

KP

Dear Sir/Ma'am,

This is to bring to your attention, on 27th Dec 2023 One female associate called me and told her concern that contractor Ram [REDACTED] is not paying her wages for the month of Oct-23, Nov-23 & Dec-23. I had taken Ram [REDACTED] to the con call and inquired about the same, Ram [REDACTED] agreed that he owes salary payments to the peeling batch. Also, he assured that he will settle with in 3 days. Based on the conversation I've informed the associate that he will pay within 3 days and if he failed to pay, she was supposed to get back to me. Since there was confirmation from both parties to clear the issue but no information from them, so it was believed that the issue is settled.

However, On 03rd Jan 2024, I got call from Ainavilli Police Station stating that a complaint lodged against the contractor and on me (for no fault of mine) as follows.

"The laborers working in Kerala's Choice Shrimp Factory in Pothukurru village of the mandal are expressing concern that their daily wages have not been paid for months. Gur [REDACTED], MPTC husband of Kondukudur and Pothukurru villages, is accused of embezzling approx amount of 1,16,000/-. Ram [REDACTED] is working as a labor contractor in a shrimp factory. The victims are expressing their grievances that he has reduced the wages due to them and cheated them. Lakshmiwada, Goraganamudi in Katrenikona mandal, Pulletikurru and Chinalanka villages in Chinthalameraka Ambajipet mandal have been working in Pothukurru shrimp factory for a long time. For the four months from July to November last year, about Rs. 2,15,950/- is due. They said that even though they were urging him to pay the due salaries he just kept on pushing it saying today and tomorrow he would clear the pending wages and not cleared till date. In response, a complaint has been made to the district collector. They were saying that if their daily wages were not given for months, the maintenance of our family would become difficult.

Ram [REDACTED] is troubling with the payments and when we ask he says no work in the company and we cannot pay the salaries for the workers, the company is not paying the bills on time to him (which is a false allegation on the company by the contractor for personal benefits), the wages will be paid only if the company pays to Ram [REDACTED] said otherwise he will not pay the salaries and they can do whatever they want to do and can do wherever they are interested. They expressed their feelings that if they tell their pain Ram [REDACTED] is abusing them with curses and insulting with unspeakable words causing them mental anguish. MPTC husband Ram [REDACTED] should be punished severely. Also requested to file an atrocity case against [REDACTED] Kir [REDACTED] who said her in the name of caste for asking wages (which is totally and completely false accusation on me for their own personal benefits, spilling dirt on me would make the case stronger and more critical).

It is also added in the complaint on Wednesday that HR Kir [REDACTED] and Contractor Ram [REDACTED] were involved in stealing the worker wages(My personal point "why would I involve in stealing the wages as mentioned when I have issued the monthly bills for payments within date, my personal anguish is this act of the contractor is creating mental and physical torture for me personally and within my family members).

MPTC's husband Ram [REDACTED] explained to the media that only Rs. 1,12,000/- rupees are

due. Ram [REDACTED] requested SI S [REDACTED] to get a clarity on the false figures mentioned by the workers, he said that they are investigating the complaint and action will be taken against those responsible."

S.Pr [REDACTED] (the trouble maker for the company at various instance for personal benefits involved in mobbing various groups against company , disrupting the process always and proven that she is involved in such acts previously also , details from trusted source the she has a personal relation difference between her and the contractor).

Sat [REDACTED] Pad [REDACTED] Sat [REDACTED] Dur [REDACTED] Sri [REDACTED]
Ram [REDACTED] Kan [REDACTED] Man [REDACTED] and others participated in this program.

I've attended the police station along with contractor Ram [REDACTED] on 03rd Jan 2024 and submitted the required documents. After the meeting in presence of Sub Inspector Sur [REDACTED] Contractor Ram [REDACTED] cleared the due wages to the workers Rs. 1,35,000/- and the case has been settled(1,16,400/- cash paid in front of Sub inspector and balance will be cleared by 07/01/2024)

Thanks & Regards,

P Kir [REDACTED]

HR Officer

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