



09th October 2020

To
Anandan Subramanian
Trainer and Senior Advisor
M/s.HR Vidyalaya Corporate Services LLP
C-388, Second Street, Periyar Nagar
Chennai 600082

Dear Anandan,

Sub: Two Day Session on “Recent amendments and updates in Labour Legislations”

Ref: Virtual sessions on 28th and 29th September 2020 to Human Resources Personnel of M/s. BorgWarner Cooling Systems (India) Pvt Ltd

At the outset, we would like to express our appreciation to the Highly Informative Training Program held on 28th and 29th September 2020, on the topic,

“Recent amendments and updates in Labour Legislations”, consisting the following legislative provisions

- 1. Regulatory Legislations**
- 2. Employment Legislations**
- 3. Social Security Legislations**
- 4. Wage Related and other Legislations**
- 5. A brief on Labour Reform Codes**

by you, on behalf of M/s.HR Vidyalaya Corporate Services LLP.

The Training Program was well received and appreciated by all Participants.

For BorgWarner Cooling Systems (India) Pvt Ltd

A handwritten signature in blue ink, appearing to read "Praveen DP", with a horizontal line extending to the right.

Praveen DP
Human Resource Manager