

**BHARAT DYNAMICS LIMITED
CORPORATE OFFICE
GACHIBOWLI, HYDERABAD**

Ref: BDL/04/C-HR/2020

Date:29-03-2020

CIRCULAR

Subject: Payment of wages to contractual and casual manpower during lockdown period due to Covid-19 – reg.

Ref : i) Circular of even no. dated: 22-03-2020
ii) Circular of even no. dated: 23-03-2020
iii) Circular of even no. dated: 28-03-2020
iv) DPE OM No. 10037/2014-GM-FTS-1867, dated: 23-03-2020

As a preventive measure to contain the spread of Covid-19, all Units / Offices of the Company were closed w.e.f. 23-03-2020 and continues to be closed till 14-04-2020, in addition to nationwide 'Janata Curfew' observed on 22-03-2020.

In compliance to DPE OM referred above, and in order to ensure that the financial condition of contractual and casual manpower is not weakened in fighting the epidemic, it has been decided by Competent Authority that following measures are taken during the period of 'Janata Curfew' and closure of the Company-

- 1) Contractual or casual manpower shall not be terminated,
- 2) They shall not be paid reduced wage,
- 3) They shall be deemed to be on duty

Accordingly, all Units / Offices shall ensure timely payment of wages in full for the period from 22-03-2020 to 14-04-2020. Necessary advisories may be issued to all contractors / service providers and obtain compliance report from them.

This issues with approval of Competent Authority.



(SYED RAFFE)
GENERAL MANAGER (C-HR)

STANDARD DISTIBUTION