1. M/s Thriveni Earthmovers Pvt. Limited (TEMPL) is a Mine Developer cum Operator working as raising contractor under different mining lessees. TEMPL is an **ISO 9001-2008 and ISO 14001-2004 & BS-OHSAS and ISO 18001** certified Company and it takes utmost care of its employees in regard to their health, safety and welfare. The Company always gives high respect and value to its employees who play an important role for its growth and to achieve the organisational goal. In fact TEMPL has earned extremely admirable and good reputation among its employees on account of fact that the company has been always taking proactive steps for ensuring best available facilities for its employees.

2. TEMPL has always and strictly complied all the labour and social welfare legislation which are applicable in the relevant field of activities. The company has always and consciously promoted the cause of rights and welfare of its employees. It is further submitted that the employees of the company have always been extremely satisfied, motivated and co-operative with the Management of the company. There has been no disturbance of any kind between the employees and the management as the employees have been given best available facilities.

3. The allegations made against the company are factually incorrect and ex-facie it appears that some business rival or motivated individuals are trying to malign the reputation of company for some ulterior purpose. So the allegation made against the company for harassment, dismissal and threatening workers who are trying to form union is completely false and denied

4. Allegation against our Managing Director for threatening to any worker in any form is absolutely false, fabricated and mala fide. TEMPL is having operations in different States such as Andhra Pradesh, Tamil Nadu etc. and any of our employees can be deployed or re-located as per the requirement of the project. Only in extreme cases where any employee wilfully and persistently disobeys instructions of the company or indulges himself into any misconduct; disciplinary actions are taken against such employee(s) as per applicable provisions of law and upon compliance of due process.

5. Further, we do not know as to whether Shri Pancharatna Mahakud is a president of or associated with any union. However, it is a fact that Shri. Mahakud was working in one of our projects Stores Department as Supervisor and upon his being transferred he refused to join the duty at our another Project. It is to be noted that Mr. Mahakud did not come forward to join his duties despite specific instructions of the company. In such circumstances the company was constrained to dispense with his services as per the Rules of the company and offered to pay all his dues.

6. It is reiterated that our company has been strictly compliant of all the applicable provisions of law and the contrary allegations made by some of the individuals are totally false, fabricated and mala fide. It is pertinent to mention that some strangers having no connection with the company are trying to disrupt of industrial peace and harmony for ulterior motives. It is reiterated that the management gives utmost respect to the law of the land and follow the same strictly and faithfully.

7. In view of the above, all the allegation made against the Thriveni Earthmovers Pvt. Ltd and its Managing Director has no substance and incorrect, misleading and also injurious to the interest and credibility of the company and its employees.