

# LABOUR LAW MONTHLY UPDATE

**AUGUST 2025**

# DISCLAIMER



This Presentation is meant for informational purpose only and do not purport to be advice or opinion, legal or otherwise, whatsoever.



This is not intended to advertise services or solicit work through this monthly update.

**Let's  
take a  
tour**

○ Amendments & Ordinance

○ Circulars and Notifications

○ Across the Globe

○ Did you know

○ Case Law

○ Knowledge Corner

○ Compliance



# AMENDMENTS & ORDINANCE

# **EMPLOYEES PROVIDENT FUND ORGANISATION**

**NOTIFICATION DATED: 30.07.2025**

# **Mandatory Allotment and Activation of UAN Through UMANG App Using Face Authentication Technology (FAT)**

- To ensure error free generation of UAN, Employees Provident Fund Organisation with effect from 01.08.2025, generation of UAN will be done only through the Aadhar based face authentication technology (FAT) in UMAAG App.
- The EPFO also clarified that the existing process of generating UAN through the Employer will continue in respect of exceptional cases like international workers and citizens of Nepal and Bhutan.

**BOARD OF PRACTICAL TRAINING (EASTERN  
REGION)  
UNDER MINISTRY OF EDUCATION, GOVT, OF  
INDIA, DEPARTMENT OF HIGHER EDUCATION**

**NOTIFICATION DATED: 24.07.2025**

# Creation of Enrolment and Contracts of Apprentices on NATS portal by TPA partners

- The BOPT has issued the following directions to TPA(Third Party Aggregators )
- Enrolment must be done by the Apprentices itself with their own correct email id and correct mobile number through which this Board will verify the existence of the Apprentices by reaching out to Apprentices.
- All engaged apprentices must be informed that they only have to accept Contract of Apprenticeship (CoA) created by establishments or TPA partners and they have to correctly respond to any verification call made by BOPT officials.

## Continuation

- TPA partners should always provide details of the contract creation of the Apprentices to the respective establishments authority on daily basis and copy marked to concerned BOPT officer.
- No TPA partner should enroll or register any apprentices which are not actual. During verification if it is found that the number of contracts created is not matching with the actual apprentices in existence, appropriate action will be taken against such TPA partners and the concerned establishments.

## Continuation

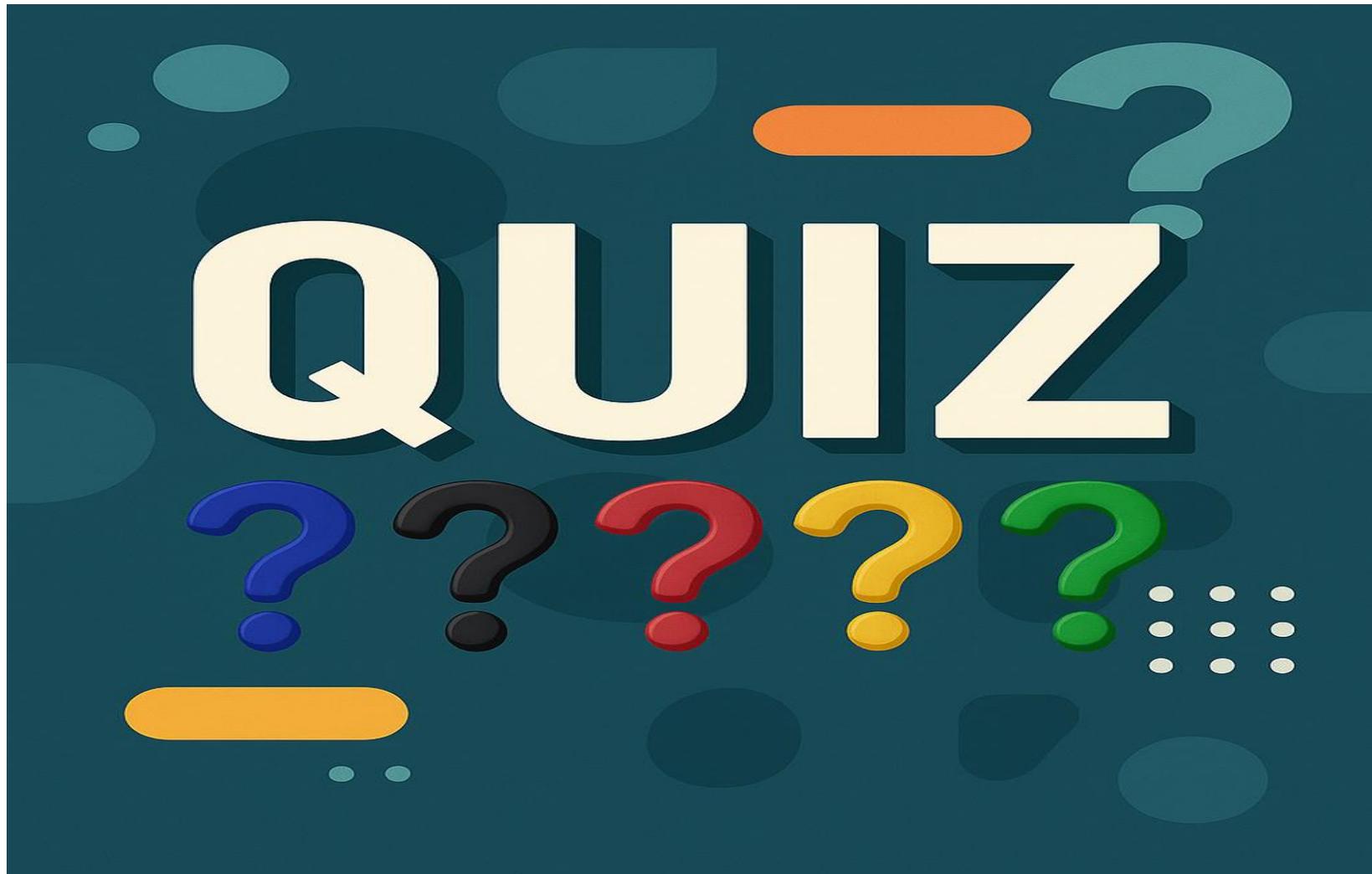
- All TPA partners should be very cautious in indulging in any type of corrupt practices. Any report of above mentioned wrong and corrupt practices shall be dealt with strong legal action against such TPA partners / Establishments.

# **GOVERNMENT OF ODISHA, LABOUR & E.S.I. DEPARTMENT**

**Notification Dated 24.07.2025**

# Odisha Factories Act, 1948

- Odisha Amendment to Factories Act, 1948 Sec 66(1) allows women to work between 7:00 p.m. and 6:00 a.m.
- Employment only with written consent (self-certification)
- Aims to boost women's employment and ease of doing business
- Permitted in registered factories only
- Subject to fulfillment of 10 safety & welfare conditions



Can retrenched workers claim statutory bonus for the period they worked in the accounting year?

- a) No, once retrenched, the workers lose the right to bonus for that year.
- b) Yes, if they worked for atleast 30 days in that accounting year.
- c) No, bonus is payable to employees working on the date of bonus payment.

A

B

C

A hand holding a globe with the text "Across the globe" overlaid. The globe is centered on Africa and shows a grid of latitude and longitude lines. The text is in a black, italicized serif font. A red curved line underlines the word "globe".

*Across the  
globe*

# Spain ceases Automatic Dismissal in case of Permanent Disability of Worker

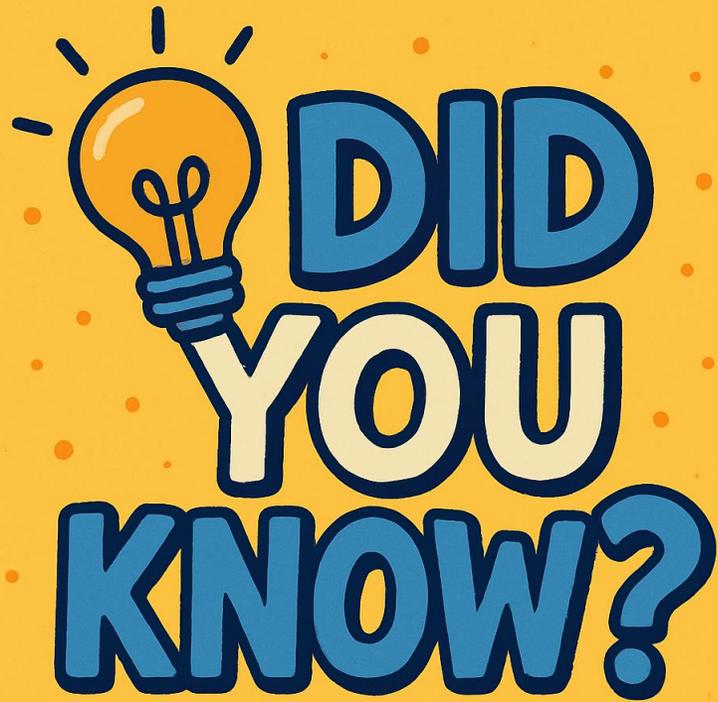
- Spain government has decided to eliminate the permanent (total, absolute or severe) disability as an automatic reason for termination of the employment relationship with the reform of Article 49 of the Worker's Statute.
- Employers are obliged to assess more thoroughly the reintegration possibilities of a permanently disabled worker before considering dismissal. They must consider whether they can:
  - Make reasonable adjustments
  - Offer another available position that is compatible with the profile and the disability of the person.
- This law seeks to prevent workers with permanent disabilities from being excluded from the labor market, promoting greater insertion and equity.



# Washington expands Paid Sick Leave Law

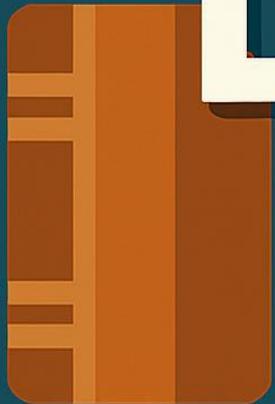
- This legislation modifies the Revised Code of Washington (RCW) § 49.46.210, expanding the state's paid sick leave law to include time off for judicial or administrative immigration-related proceedings.
- The law also includes transportation network company (TNC) drivers, if the employer works with, employs, or contracts with these drivers.
- This law also allows its employees to use their accrued paid sick leave for immigration-related proceedings. This could include preparing for an immigration interview, attending hearings, or other legal matters related to immigration status.
- Employers must maintain accurate records of when employees use their sick leave for immigration proceedings to ensure compliance and avoid potential disputes.





Under the Employees' State Insurance (ESI) Act, 1948, employees become entitled to medical benefits **from the very first day** of their employment in a covered establishment.

# CASE LAWS



**CH. JOSEPH VS THE  
TELANGANA STATE ROAD  
TRANSPORT  
CORPORATION & OTHER  
THE HON'BLE SUPREME  
COURT  
SPECIAL LEAVE PETITION  
IN  
CIVIL) NO(S). 36278 OF 2017  
DATED : 01.08.2025**

## **CH. JOSEPH VS THE TELANGANA STATE ROAD TRANSPORT CORPORATION & OTHER SPECIAL LEAVE PETITION (CIVIL) NO(S). 36278 OF 2017)**

- The Appellant was appointed as a driver by the Respondent Transport Corporation in 2014. In a routine medical examination, he was found colour blind and declared medically unfit for driving duties. His appeal and representation were rejected, and he was prematurely retired in 2016 with additional monetary benefits. The employee filed Writ Petition No. 5164 of 2016 before the High Court of Judicature at Hyderabad, invoking Section 47 of the Persons with Disabilities Act, 1995, and relying on a Memorandum of Settlement (MOS) that mandated alternate employment for colour-blind drivers.
- The Single Judge allowed the petition and directed the corporation to reinstate him with alternate employment, holding that colour blindness constituted a disablement under the Act.

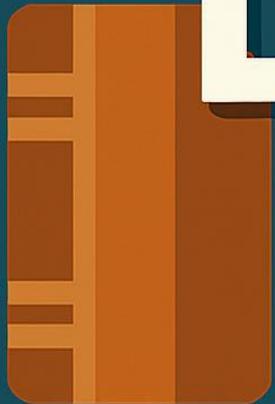
## CH. JOSEPH VS THE TELANGANA STATE ROAD TRANSPORT CORPORATION & OTHER SPECIAL LEAVE PETITION (CIVIL) NO(S). 36278 OF 2017)

- The employer appealed and the Division Bench reversed the order, placing reliance on the Supreme Court's ruling in Andhra Pradesh State Road Transport Corporation v. B.S. Reddy (2018) 12 SCC 704, which held that only disabilities specifically listed in Section 2(i) of the 1995 Act are protected under Section 47. The Bench held that colour blindness does not qualify as a recognized disability and hence employer had no statutory obligation to provide alternate employment. The case was remanded for consideration under internal corporate policy.
- The Supreme Court allowed the appeal by the employee holding that the retirement was illegal as the Corporation failed to make any effort to assess **availability of alternate suitable posts**, in terms of a binding settlement under Section 12(3) of the Industrial Disputes Act, 1947.

## CH. JOSEPH VS THE TELANGANA STATE ROAD TRANSPORT CORPORATION & OTHER SPECIAL LEAVE PETITION (CIVIL) NO(S). 36278 OF 2017)

- The Hon'ble Court emphasized that even if the 1986 MOS allowed alternate jobs “**to the extent possible,**” the employer bears the burden to actively explore, document, and justify such **unavailability**. It held that administrative circulars cannot override binding settlements, and that the failure to assess alternate roles before retiring the employee amounted to a denial of constitutional rights under Articles 14 and 21. Relying on precedents like *Kunal Singh v. Union of India* (2003) 4 SCC 524, *Mohamed Ibrahim v. TANGEDCO* in C.A. No. 6785 of 2023, and *Vikash Kumar v. UPSC* in (2021) 5 SCC 370, the Hon'ble Court directed TSRTC to reinstate Joseph in a suitable post with 25% back wages and full continuity of service.

# CASE LAWS



**M/S. PRESIDENCY KID  
LEATHER LIMITED  
VS  
THE ASSISTANT  
PROVIDENT FUND  
COMMISSIONER,  
THE HON'BLE  
MADRAS HIGH COURT  
IN  
W.P. NO.19620 OF 2022  
DATED :21.07.2025**

**M/S. Presidency Kid Leather Limited  
Vs**

**The Assistant Provident Fund Commissioner (C & R), W.P. NO.19620 OF 2022**

- The Petitioner company, was called upon to pay damages under Section 14B of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, for delayed remittances between February 2011 and February 2013. The petitioner company cited severe financial distress, business closure in June 2013, and SARFAESI proceedings as mitigating factors.
- It challenged the order passed by the Provident Fund Authority and the Tribunal partially reduced the damages to 50%.

**M/S. Presidency Kid Leather Limited**  
**Vs**  
**The Assistant Provident Fund Commissioner (C & R), W.P. NO.19620 OF 2022**

- The Petitioner argued that the delay was neither willful nor wanton, and highlighted that statutory dues (EPF, ESI) had already been settled in March 2014.
- The Petitioner cited its own earlier case, where damages were reduced to 10% and the EPFO had accepted.
- The Petitioner also emphasized the guidelines of the Full Bench of Madras High Court in Sun Pressings, particularly clauses (iv) and (v), which direct the PF authority to consider SARFAESI or financial hardship as valid mitigating circumstances when levying damages under Section 14B and Para 32A of the EPF Scheme.

**M/S. Presidency Kid Leather Limited**  
**Vs**  
**The Assistant Provident Fund Commissioner (C & R), W.P. NO.19620 OF 2022**

- The Hon'ble Madras High Court held that since the company had indisputably undergone SARFAESI proceedings and previously received relief for an overlapping default period (2008–2012), the same mitigating standard should apply. It ruled that damages under Section 14B be reduced from 50% to 10%, aligning with the earlier order. The writ petition was thus partly allowed, modifying the damages but upholding the interest.





**AMNESTY SCHEME, 2025**

**UNDER THE**

**EMPLOYEES' STATE INSURANCE**

**ACT, 1948**

**DATED: 24.07.2025**

# BACKGROUND AND OBJECTIVES

- The **Amnesty Scheme 2025** was approved in the **196th meeting of the ESI Corporation**, held on **27 June 2025**, as a part of its strategy to streamline compliance and reduce the burden on Courts and Employers.
- It aims to provide a **legal exit route for employers engaged in prolonged litigation** with the ESIC by allowing them to settle disputes on concessional terms, thereby unclogging the legal system.
- By offering relief from penalties and simplifying dispute resolution, the Scheme **encourages voluntary compliance, strengthens stakeholder relations**, and promotes the welfare objective of the ESI framework.

# TIMELINE AND APPLICABILITY

- The Scheme will be **operational from 1 October, 2025 to 30 September 2026**, providing a full year for eligible employers to apply and settle their cases.
- It applies to all disputes filed up to **31 March 2025** under **Sections 75, 82, 84, 85, 85A** of the ESI Act and under **Article 226 of the Constitution** in various courts.
- This inclusive applicability ensures that both civil and criminal matters under the ESI Act, regardless of the stage of litigation, can be considered for amnesty.

**SETTLEMENT OF COURT CASES FILED  
U/S 75, APPEAL U/S 82 OF ESI ACT, 1948  
AND ARTICLE 226 OF THE  
CONSTITUTION OF INDIA**

## A. DISPUTE OF COVERAGE

- Employers whose units were **closed for more than 5 years** as of 31 March 2025 and where litigation has continued for at least 5 years may be eligible for **withdrawal of proceedings without any assessment**, if ESIC hasn't determined dues.
- **Closed units within 5 years** must submit records and pay any determined **contributions and interest**; however, **damages will be waived**, allowing for a clean resolution.
- **Running units** engaged in disputes must submit wage records or IT documents to justify their claims, and if validated, the ESIC will settle the matter without imposing any **damages**.

## B. DISPUTE OF CONTRIBUTION

- Employers can settle cases **disputing assessments** under Sections 45A or 45AA through this scheme, **after obtaining court permission** for withdrawal.
- If they have proper records, they must pay **both employer and employee contributions plus interest**, and damages will be waived entirely.
- In absence of records, the employer must pay at least **30% of the assessed amount**, as per the ESIC's discretion, to settle the matter. **No damages** are charged in such cases.

# DAMAGE DISPUTES

- In cases where **contributions and interest have been paid**, but **damages are being contested**, employers can settle by paying just **10% of the assessed damages**.
- If the ESIC has appealed a court decision regarding damages, it will honour the lower court's ruling and withdraw the appeal, providing relief to the employer.
- This provision allows employers to resolve punitive liability at a **substantial discount**, encouraging faster closure of cases.

# THE SCHEME TO WITHDRAW THE COURT CASES FILED U/S 84, 85, 85A OF THE ESI ACT, 1948

- Cases involving **insured persons**, such as false declarations or dual employment benefits, can be closed if the beneficiary **refunds the excess payment** and gives an undertaking for future compliance. No interest is demanded.
- Criminal cases involving **forgery, fraud, or conspiracy** are **not eligible** under this scheme and will continue as per regular legal procedure.
- Employers facing criminal prosecution under **Sections 85 or 85A** can settle cases by paying **contributions and interest**, based on available or alternative records, with **no damages imposed**.

# ENHANCED RELIEF – LOW VALUE OR LONG-PENDING CASES

- For **prosecutions pending for more than 15 years**, or cases with outstanding dues of **₹25,000 or less**, the scheme allows **direct withdrawal** if the unit is closed or the employer is untraceable.
- In case the employer is still operating, they must ensure **full compliance up to date** and pay **30% of the contribution and interest** to qualify for relief.
- Employers with **minor defaults like delayed returns or coverage declarations**, and cases pending for more than 3 years, can also get cases withdrawn upon showing corrected compliance.

# KEY BENEFITS & FEATURES

- The scheme significantly **reduces litigation costs** and backlog by facilitating out-of-court settlements across civil and criminal matters.
- It offers **waiver of damages** in many categories, reducing the financial burden on employers and enabling easier closure of disputes.
- The ESIC has **delegated power to Regional Directors** to approve and process settlements locally, ensuring **timely resolution within 6 months** of application submission.

# IMPLEMENTATION & PUBLICITY

- Regional Directors are instructed to **coordinate with Court authorities and ESIC counsels** to facilitate timely filing of withdrawal applications.
- Local committees comprising legal, finance, and social security officers will **review and recommend cases** for settlement under the scheme.

# KEY TAKEAWAYS

- **Eligibility cut-off date:** Cases filed and pending as on **31 March 2025**.
- **Operational window:** **1 October 2025 – 30 September 2026**.
- Most categories offer **full waiver of damages and reduced financial liability**.
- Local ESIC offices empowered to resolve cases within **6 months**.
- Applies even to employers who availed previous amnesty schemes.

# INTERLINK WITH SPREE 2025 & POLICY SIMPLIFICATIONS

- The scheme is complemented by **SPREE 2025**, active from **July to December 2025**, which allows unregistered employers to **register without penalty or backdated dues**.
- ESIC has also simplified the **damages framework**, reducing the maximum penalty from **25% per annum to just 1% per month**, encouraging timely compliance.
- Together, these measures aim to **expand coverage, simplify enforcement, and foster trust** between ESIC and employers.



LexPOSH

**Dr. Amit Kumar vs University of Delhi,  
W.P. (C) 586/2021  
DATED: 17.07.2025**

# **Dr. Amit Kumar vs University of Delhi, W.P. (C) 586/2021**

**DATED: 17.07.2025**

- An Assistant Professor was accused of sexual harassment. The complaints were filed by three students and one alumna, citing inappropriate messages and advances.
- A video of the students confronting the Assistant Professor went viral, prompting protests and university action. Following this, the Internal Committee (IC) initiated an inquiry under the POSH Act.
- The IC examined the complaints, recorded witness statements, and reviewed evidence like chats and recordings. The Committee found Assistant Professor guilty on all four charges of misconduct under UGC and POSH norms.

# **Dr. Amit Kumar vs University of Delhi, W.P. (C) 586/2021**

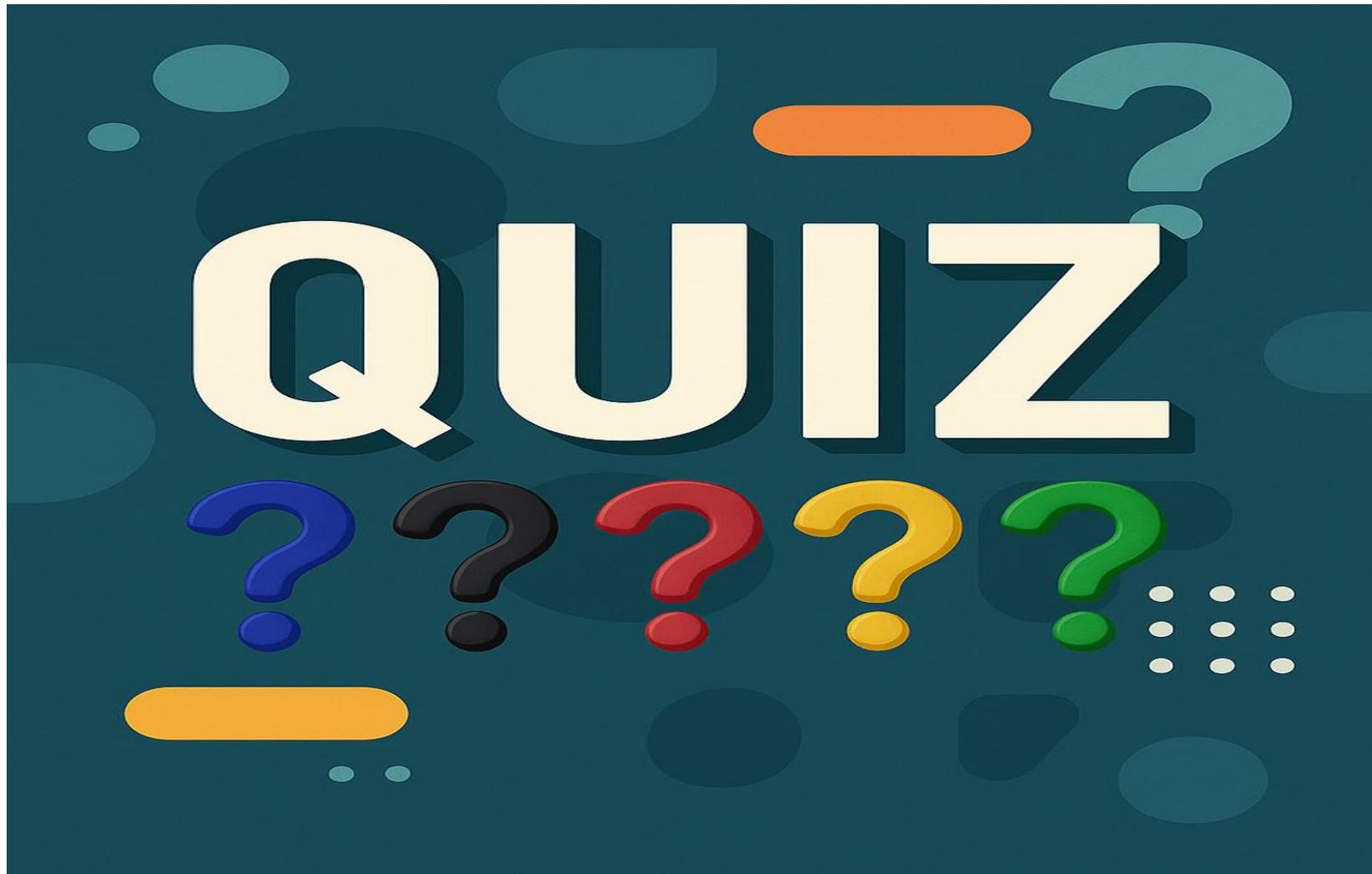
**DATED: 17.07.2025**

- Based on the IC's recommendation, the college Governing Body and Vice Chancellor ordered compulsory retirement. The Assistant Professor challenged the inquiry process, IC constitution, and disciplinary action before the High Court.
- The Petitioner has contended that the IC was improperly constituted, the complaints were time-barred, and the inquiry process violated natural justice. He argued that off-campus, online interactions will not amount to workplace harassment, and the authorities acted mechanically.

# Dr. Amit Kumar vs University of Delhi, W.P. (C) 586/2021

**DATED: 17.07.2025**

- The Delhi High Court upheld the validity of the ICC, the fairness of the inquiry, and the disciplinary action. It found the charges proved through credible evidence and held that compulsory retirement was lawful and proportionate. No violation of natural justice or procedural error was found.
- The court found that the Petitioner was given multiple opportunities to defend himself but failed to cooperate with the inquiry. The Governing Body and Vice Chancellor had independently reviewed the findings before imposing the disciplinary action.
- The delay in filing complaints was justified **due to fear, trauma, and social stigma**.
- The Court has held that **online interactions** between a teacher and student can fall within the extended definition of "workplace."



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A

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REPORTING PERIOD - JULY-2025			
Act	State	Due Date	Activity
Employees Provident Fund & Miscellaneous Provisions Act	Pan India	15-Aug	PF Remittance
Employees Provident Fund & Miscellaneous Provisions Act	Pan India	15-Aug	IW Returns
Employees Provident Fund & Miscellaneous Provisions Act	Pan India	25-Aug	Monthly Returns-For Exempted Employer Under EDLI Scheme (FORM 7(IF))
Employees State Insurance Corporation Act	Pan India	15-Aug	ESIC Remittance
Professional Tax Act	Andhra Pradesh	10-Aug	Professional Tax Remittance cum Return
	Telangana	10-Aug	Professional Tax Remittance cum Return
	Madhya Pradesh	10-Aug	Professional Tax Remittance
	Gujarat	15-Aug	Professional Tax Remittance
	Karnataka	20-Aug	Professional Tax Remittance cum Return
	West Bengal	21-Aug	Professional Tax Remittance
	Maharashtra	31-Aug	Professional Tax Remittance cum Return
	Odisha	31-Aug	Professional Tax Remittance cum Return
	Assam	31-Aug	Professional Tax Remittance cum Return
	Nagaland	31-Aug	Professional Tax Remittance
	Meghalaya	31-Aug	Professional Tax Remittance
	Mizoram	31-Aug	Professional Tax Remittance
	Sikkim	31-Aug	Professional Tax Remittance
	Manipur	31-Aug	Professional Tax Remittance
	Tripura	31-Aug	Professional Tax Remittance
Kerala Shops & Commercialized Establishments Workers Welfare Fund Act	Kerala	05-Aug	WWF Remittance
Kerala Shops & Commercialized Establishments Workers Welfare Fund Act	Kerala	15-Aug	WWF Return

**Let's connect again  
At  
5PM on 1st September, 2025**

**E-mail: [community@truscomp.com](mailto:community@truscomp.com)  
Contact: 87540 48634**

**E-mail: [ask@advitlaw.com](mailto:ask@advitlaw.com)  
Contact: 99401 32401**

# Intro

www.truscomp.com



- **Welcome to TrusComp Private Limited**

- A leading provider of cutting-edge compliance solutions, dedicated to transforming regulatory adherence through innovative technology and domain expertise.

- **Our Core Values:**

- **Trust, Transparency, Transformation:** The foundation of our commitment to ethical compliance and seamless service.
- **Simplifying Compliance Complexity:** Streamlining compliance management for businesses, ensuring adherence without the headache.

- **Expertise and Leadership:**

- **Founded by Industry Leaders:**

- **Mr. S. Deenadayalan**, Chairman of CEO Group of Companies, with 25+ years of consulting experience.
- **Mr. Anand Gopalan**, Managing Partner at Advit Law Chambers and an authority on labor law.
- **Mr. PPK Mahindhra**, Technology expert driving innovation in compliance through automation.
- **Born from Convergence:** TrusComp was established through the union of domain expertise in consulting, labor law, and technology, creating a powerful platform for comprehensive compliance solutions.

- **Proven Track Record:**
  - **8+ Years of Compliance Expertise:** Over seven years dedicated to delivering specialized compliance solutions tailored to diverse industries.
  - **100+ Clients:** Serving a range of clients—from SMEs to large enterprises—with a commitment to excellence in regulatory adherence, supported by a team of highly experienced professionals ready to assist with your needs.
  - **75 + Compliance Specialists:** A highly skilled team of compliance experts providing top-tier, reliable service across all client engagements.
- **Innovative Solutions:**
  - **Digital Compliance Calendar cum Tracker:** Customized, detailed calendars for seamless compliance management.
  - **Instant Register Generation:** Accessible compliance records for any location across India.
  - **Social Security Bot (SS Bot):** Fully automated UAN and IP Generation for efficiency and accuracy.
  - **100% Verification:** Ensuring total accuracy across all compliance processes.

# Our Services

- EPF Compliance administration
- ESI Compliance administration
- PT compliance administration
- LWF compliance administration

## Payroll Compliance



- Audit Services- Principal Employer as well as Contractors
- Factory Compliance Management
- Shops & Establishments Compliance Management

## Labour Law Compliance



- Employee relations
- Settlement
- Representation
- Standing order
- Proactive IR Management
- Disciplinary Action

## IR Advisory Services

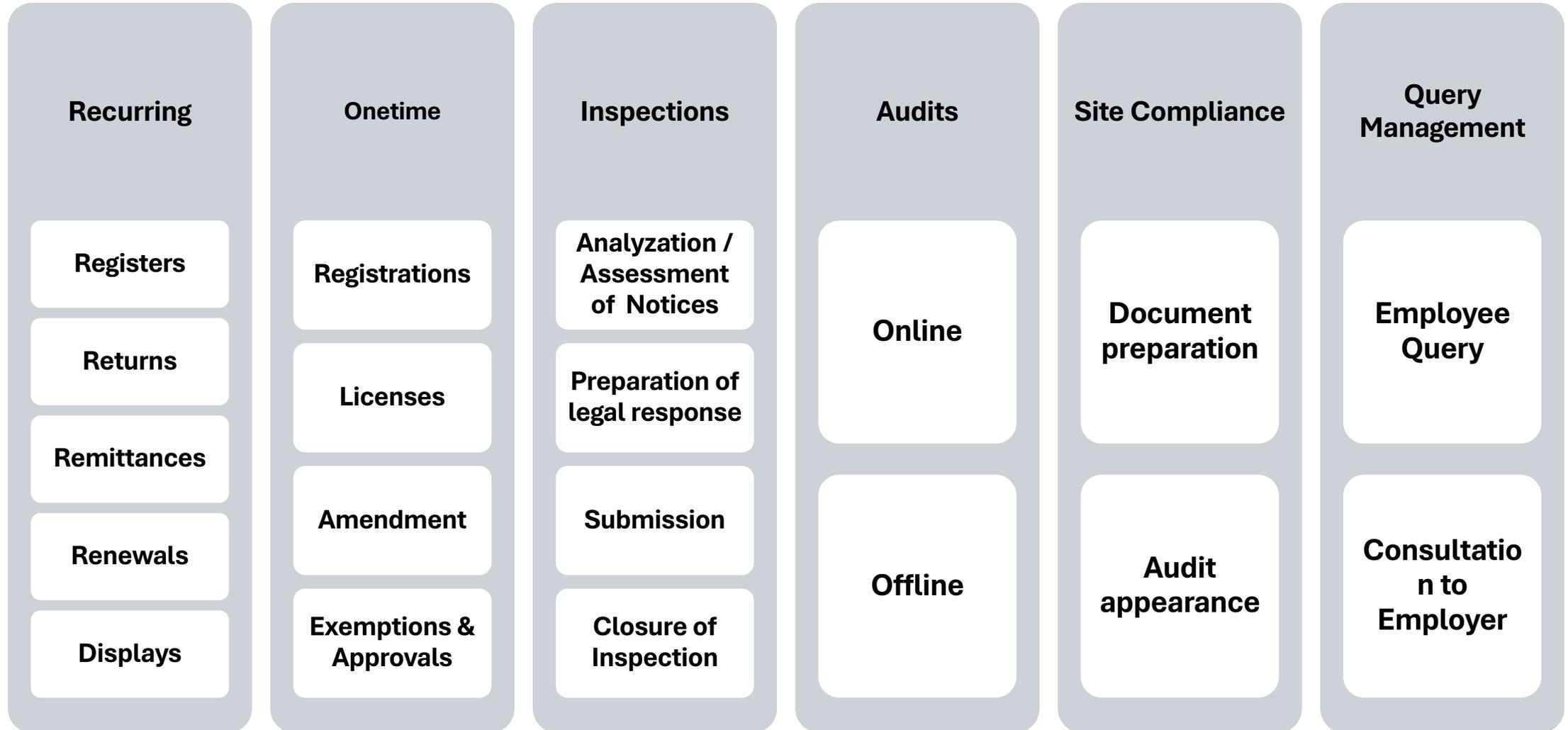


- Setting up HR function
- Policy creation
- System & Technology
- HR Audits
- Staffing
- Training
- Time office Management

## HR Advisory Services



# Compliance activities under various Labour Laws



# Our Methodologies

- **End-to-End Labor Law Compliance Management:**
  - Expert-led compliance management across India, enhanced with automation for efficient and seamless solutions.
- **Compliance Calendar:**
  - Automated, customized compliance calendars to keep track of all critical timelines.
- **Registers:**
  - Automated generation and management of all statutory registers.
- **Remittances & Returns:**
  - Ensure timely and accurate remittances and returns with automated processes.
- **Licenses & Registrations (Renewals & Amendments):**
  - Efficient handling of licensing & registration processes with minimal intervention.
- **Inspection Handling & Audit Appearance:**
  - Preparedness for inspections and audit representation with automated compliance tracking.
- **Vendor Audit:**
  - Streamlined vendor audits for complete compliance visibility and management.
- **Employer Audit (S&E and Factory):**
  - Conduct thorough, automated audits to ensure compliance with state and central regulations.
- **Payroll Compliance:**
  - Automated payroll compliance solutions for seamless operations.
- **UAN and IP Generation (SS Bot - Social Security Bot):**
  - Leverage our SS Bot for automated generation of UANs and IPs, enhancing social security compliance.
- **Compliance Risk Assessment:**
  - Automated tools combined with expert analysis to assess and mitigate potential compliance risks effectively.
- **Training and Awareness Programs:**
  - Training sessions to keep employees and vendors updated on compliance best practices.
  - Monthly MIS report & Live Dashboard

## Team Strength

- Combination of Experienced & Young team – both at central processing and across locations
- Dedicated account manager- supported by field staff on-site and liaison team
- Our Associates are local people who have excellent rapport with authorities

## Ease of Compliance

- Expertise in all employment Laws across all states-
- Cutting edge Platform & customizable Checklists
- Instant Register Generation: Accessible compliance records for any location across India.

## Advancement in Automation

- Advance Alert, Follow up and escalation, Real-time Dashboard,
- Highly Automated software tool deployed
- The tool is home grown hence customisable
- Application of RPA goes beyond human capability

# Indicative List of Enactments handled by us

S.No	Acts
1	Shops And Commercial Establishments Acts
2	Minimum Wages Act , 1948
3	Payment Of Wages Act, 1936
4	Payment Of Gratuity Act, 1972
5	Payment Of Bonus Act,1965
6	Employee’s Provident Fund & Miscellaneous Provisions Act 1952
7	Employee State Insurance Corporation Act,1948
8	Profession Tax
9	Labour Welfare Fund
10	Factories Act,1948
11	National and Festival Holidays Acts

S.No	Acts
12	Maternity Benefit Act, 1961
13	Employee's Compensation Act,1923
14	Industrial Employment Standing Orders Act, 1946
15	Equal Remuneration Act, 1976
16	Contract Labour Regulation and Abolition Act,1970
17	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - POSH
18	Rights of Persons with Disability Act, 2016
19	The HIV & AIDS(P&C) Act,2017
20	The Apprentices Act,1961
21	Employment Exchange Compulsory notification of Vacancies Act, 1959

Note: Any other Employment Related Enactments .

# Software Architecture: The Engine Behind Our Solution

- **Cloud-Based Infrastructure:**
  - Our solution is hosted on a scalable, resilient cloud infrastructure that ensures high availability and redundancy.
- **Multi-Tier Architecture:**
  - The system employs a multi-layered structure, ensuring optimal performance, separation of concerns, and modularity for future enhancements.
- **Open API Integration:**
  - Seamlessly integrates with existing systems such as HRM, ERP, and financial platforms, providing a unified experience.
- **Data Security:**
  - All data is encrypted in transit and at rest, adhering to ISO 27001 standards to ensure maximum security and privacy.
- **User Access Management:**
  - Role-based access control ensures that only authorized personnel have access to sensitive data and functionality.
- **Scalability:**
  - Our platform can scale to meet the growing compliance needs of large enterprises, ensuring consistent performance no matter the workload.



Some of our esteemed clients

# Thank You

