

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the Management of Shahi Exports Private Limited. Represented by Mr. P. B. Ananda Padmanabhan, President – Corporate Affairs (along with other team members) AND the Group of suspended workers of Unit 8 on 4th April 2018 represented by Mr. Sebastian Devraj, Honorary President, Karnataka Garments Workers Union on 25th June 2018 at the Office of Deputy Labour Commissioner, Dr. Balakrishna C.H. at Bangalore.

The following are the Understanding after various discussions between the above mentioned parties:

1. The Management states that they are not opposed to the right to freedom of association of the workers of Shahi (P) Ltd and the Management is not against the right of workers to be part of any recognized Union as per the laws of India. They are not opposed to efforts of collective bargaining of their rights with the Management.
2. The Management reiterates its commitment to respect for Freedom of Association, Collective Bargaining and to the creation of an environment of respect for workers at the workplace, more particularly to women workers.
3. In this context, the Management regrets the actions of certain Officers of Unit 8 of Shahi on 1st Week of April 2018; in creating threatening, fearful, intimidatory atmosphere in gross violation of rights of the workers and office bearers and members of the Karnataka Garment Workers Union (KOOGU). The Management strongly condemns the violence unleashed on workers and causing such harm.
4. The Management in this regard has in pursuance decisions made at the meeting held at the Office of the Deputy Labour Commissioner with Karnataka Garment Workers Union (KOOGU) dated 20th June, 2018, has suspended following Officers and Staff with effect from 22nd June 2018. Enquiry/Disciplinary proceedings are initiated against the following officials for allegedly opposing the Union Activity, intimidation of the workers, threatening the workers, directing the workers to give an undertaking against being members of Union.

a. Vivekananda (AGM – HR)

P. B. Ananda Padmanabhan

Sebastian Devraj
25/6/18

- b. Chandru (Production Manager)
- c. Avinash (Executive – HR)
- d. Rajashekar (Quality Manger)
- e. Manjunatha (Asst. Production Manager)
- f. Suresh (Floor Incharge)
- g. Sobha (Sample Tailor)
- h. Ajith (Asst. Manager – HR)

5. The Management of Shahi Exports (P) Ltd., based on the information provided by the Karnataka Garment Workers Union, the Union representatives in Shahi Unit 8 during the conciliation proceedings, facts brought out in the Report of Workers' Rights Consortium released on 20th June 2018, agreed for an investigation to be conducted, by a team of Senior Managers from the Corporate office led by Mr. Ananda Padmanabhan, Ms. Chitra Ramdas, Mr. Laxman, Mr. Joseph to assess the role played by each of the above managers in the criminal intimidation of Union worker representatives, preceding and following the submission of the letter of Karnataka Garment Workers Union [KOOGU] dated 2.4.2018 to Sri. Narayanan, General Manager, Shahi Unit 8. In case any of the officers are found guilty, visible punitive action will be taken to prevent such incidents in future. The enquiry will be completed within Friday the 29th June.

6. It is agreed by the Management, to reinstate with immediate effect, all the following 15 workers of Shahi Unit 8, who are also members, office bearers of the Karnataka Garment Workers Union [KOOGU], and unconditionally expressing regret for the hardship created to them on 4th April 2018.

- a. Nagarathna (55329)
- b. Ameen U (1003718)
- c. Deepashree (1052995)
- d. Ratna M. (63176)
- e. Manja Nayak (75819)
- f. Latha K. R. (76386)
- g. Sudha (20019444)



P. D. Anandapadmanabhan

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- h. Thayamma C. R. (70013)
- i. Krishna J. T. (71316)
- j. Lakshmi (526149)
- k. Shabeena (77753)
- l. Dilshad (20161813)
- m. Riyaz Unnisa (60010264)
- n. Harsha Kumar (1049936)
- o. Mohammad Arbaaz (1043578)

7. It is agreed by the Management to restore all the valuables, snatched from some of the worker representatives on the 4th April 2018 or to compensate for the same if unable to restore them. (List & Value enclosed along with List Signed by the Employees)

Sl. #	Name	ITEMS	Lost in Amount (INR.)
1	Deepashree	Gold Chain 20gms, Thali 3 gms	67,000
2	Sudha	Gold Chain 25.150 gms	82,200
3	Manja Nayak	Gold Chain 20 gms	79,500
4	Rathna	Gold Chain, Thali, Two Coins 30 gms	1,03,000
5	Latha K. R.	Samsung Mobile Phone	39,900
Total (INR.)			3,71,600/-

8. It is agreed by the Management to reimburse INR. 5000/- only for medical expenditure incurred by the worker-representatives due to the assault suffered by them on the 4th April 2018. (Statement enclosed).
9. It is agreed by the Management of Shahi that all the Worker's welfare committees of Unit 8 will be reconstituted by a proper election process by 1st of August 2018.
10. It is agreed by the Management, in good faith, to recognize the role of the Karnataka Garment Workers Union (KOOGU) to constructively engage with the Management to address issues faced by the workers of the Factory. It is agreed that the Management will meet with the Karnataka Garment Workers Union (KOOGU) representatives at least once a month to hold a dialogue on issues faced by the workers.

P. B. Anandakrishnan

Shahi 25/6/18

List of Articles lost on 4.4.2018 in Shakti Unit 8.

1) Deepashree	1) gold chain 20gm @ 2800 Thali 3gm	64,000/- 3000/- <u>67,000/-</u>
	2) Cash in bag.	
2) Sudha	1. gold chain 25.150gm	<u>82,200/-</u>
3) Manjun Nayak	2 Gold chain 20gm	<u>79,500/-</u>
4) Ratna	Gold chain } 30gm Thali Two Coins }	<u>103,000/-</u> 1
5) Latha kr	Samsung mobile	<u>38,900/-</u>

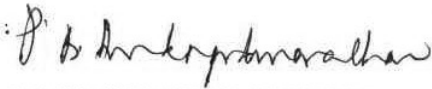
List of Attended

- ① Deepashree
 - ② Sudha
 - ③ Ratna .m
 - ④ 03
 - ⑤ 00020208
- List-Attended 25/6/18
 Hon. Principal
 Karnataka Government Women's University
 [K0094]

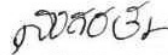
11. The Union has also confirmed that the 12 suspended worker will resume work with effect from 27th June 2018 & a formal announcement will be made inside the plant to settle them appropriately, by the Factory Management.
12. Karnataka Garment Workers Union will intimate WRC regarding the signing of this MOU to clarify all matters and to put an end to this dispute, immediately on signing this MOU.
13. The Union will drive the spirit of this MOU and will reinforce the same in public forum, social media etc., to safeguard the SHAHI's brand image and reputation. Hence, the Union will not indulge in any unwarranted campaign in the social media or public forum.

For Shahi Exports Private Limited

For and On behalf of workers



P.B. ANANDAPADMANABHAN
PRESIDENT – CORPORATE AFFAIRS



Ms. NAGARATNA
Shahi Employee



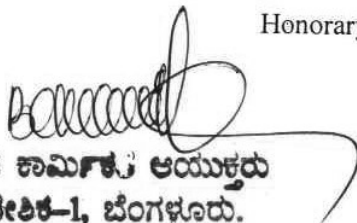
Mr. AMEEN
Shahi Employee

KARNATAKA GARMENT WORKERS UNION (K)


25/6/18
Mr. SEBASTIAN DEVARAJ

Treasurer

Honorary President - KGWU


ಉಪ ಕಾರ್ಮಿಕರ ಆಯುಕ್ತರು
ಪ್ರಾದೇಶಿಕ-1, ಬೆಂಗಳೂರು.