



Kalinchok Manpower Pvt. Ltd.

कालिन्चोक मेनपावर प्रा. लि.

Government License: 203/057/058

October 21, 2021

To:

Isobel Archer,
Gulf Programme Manager,
Business & Human Rights Resource Centre

Subject: Response to weekly update.

Dear Sir/Madam,

This is in reference to your mail (dated October 12, 2021) where you asked us to respond to an allegation that workers recruited by us to work for UAE company EFS were paid less than initially agreed. Please find our response below:

- No payroll was conducted until the date of article (September 20, 2021) which could evidently inform that the workers were paid less than the initially agreed.
- Offer letters with Basic salary of 600 were amended and the offer letters with Basic salary of AED 900 were signed by the workers. This action was taken before the joining date of the workers.

We hope that we were able to clarify on the allegations.

Thank you,

Regards,

Pradeep K Karki

Executive Chairman

Email: pkarki@kmanpower.com