



**ENDURANCE
ENDURANCE TECHNOLOGIES LIMITED**

E-94, M.I.D.C. Industrial Area, Waluj,
Dist. Aurangabad (M.S.)-431136, India
TEL: +91-240-2569600, 2569601
FAX: +91-240-2569703
Website : www.endurancegroup.com
CIN No. : L34102MH1999PLC123296

19th December, 2018

The Manager – Listing,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

The Manager – Listing,
National Stock Exchange of India Ltd.,
Exchange Plaza, Bandra-Kurla Complex,
Bandra (E),
Mumbai - 400051

BSE Code: 540153

NSE Code: ENDURANCE

Sub: Our letter dated 10th September, 2018 in connection with consolidation of plant operations and consequent discontinuation of manufacturing operations at Manesar.

Ref.: Disclosure under Regulation 30 read with Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/ Madam,

This in continuation with our letter dated 10th September, 2018 on the subject.

In connection thereto, we inform that the Hon'ble High Court of Punjab and Haryana, vide its order dated 18th December, 2018 ("Order") has allowed the Company's petition and quashed the impugned arbitrary notification dated 27th August, 2018 (endorsed on 28th August, 2018) issued by the Labour Department, Haryana applying the provisions of Chapter V-B of the Industrial Disputes Act, 1947 (Haryana Amending Act no. 31 of 2016) ("the Act"), in context of the closure notice given by the Company for its plant at Manesar. As per the said provisions of Chapter V-B of the Act, the Company is required to seek approval of the State Government for closure. This was not applicable in our case, hence the Company preferred to file a writ petition.

As per the aforesaid Order, it is now open to the State Government to pass a fresh order in accordance with applicable law. Subject to any such fresh order, as aforesaid, the Order, *inter alia*, directs the Company to renegotiate compensation offered to its workers which shall be overseen by the Asst. Labour Commissioner, Gurugram. The Order also specifically mentions that the dispute be referred for adjudication if none of the eventualities materialise.

Accordingly, the Company shall announce a suitable compensation package for all its eligible permanent workmen employed on the rolls of the plant. The said package, to be offered, shall be consistent with the best industrial practices followed by the Company.

S. Ray





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In view of the foregoing, we have discontinued operations of the Company's plant at Manesar with immediate effect.

You are requested to kindly note the above.

Thanking you,

Yours faithfully,

For **Endurance Technologies Limited**

Satrajit Ray

Director and Group Chief Financial Officer