



**Ref: SECT: STOC: 55-24**

June 28, 2024

To  
The Secretary  
**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai - 400 001

To  
The Manager,  
Listing Department,  
**National Stock Exchange of India Limited**  
Exchange Plaza, C-1, G Block, Bandra-Kurla  
Complex, Bandra (East), Mumbai – 400 051

**Scrip Code: 519552**

**Scrip Code: HERITGFOOD**

**Sub: Submission of copies of newspaper advertisement about Communication to the shareholders w.r.t. TDS on Final Dividend for FY 23-24**

Dear Sir/Madam

Pursuant to Regulation 47 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing a copy of newspaper publication about the Communication to the shareholders w.r.t. TDS on Final Dividend FY 23-24 as published in the Newspaper of Financial Express (all editions) and Andhra Prabha (Hyderabad edition) on June 28, 2024. The same has been made available on the Company's website at [www.heritagefoods.in](http://www.heritagefoods.in).

Kindly take the same on record and display the same on the website of your exchange.

Thanks & Regards,

For **HERITAGE FOODS LIMITED**

**UMAKANTA BARIK**

Company Secretary & Compliance Officer

M.No: FCS-6317

Encl: a/a



**HERITAGE FOODS LIMITED**

CIN : L15209TG1992PLC014332

**AN ISO: 22000 CERTIFIED COMPANY**



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SAFETY PROTOCOL NOT DISCRIMINATORY

Foxconn says 25% of new hires are married women

PROSS TRUST OF INDIA New Delhi, June 27

APPLE IPHONE MAKER Foxconn has informed the government that 25% of its new hires are married women and its safety protocol, which requires all employees to avoid wearing metal irrespective of gender or religion, is not discriminatory, sources said.

In an informal note shared with the government after reports suggested it is not hiring married women, Foxconn stated that such stipulations are not part of its policy and these claims may have been made by those individuals who were not hired, sources said.

They added that such media reports malign the fast-growing Indian manufacturing sector.

Meanwhile, the ministry of labour and employment on Wednesday sought a detailed report from the Tamil Nadu labour department on the issue of married women not being allowed to work at the Foxconn India Apple iPhone plant, as reported by the media.

"Foxconn had clarified that 25% of the latest hires are married women. This would mean nearly one-third of the total women are married. This ratio compares favourably to any factory in this sector cur-

CLEARING THE AIR

Foxconn says its Tamil Nadu factory has about 70% women employee

For safety reasons, no one wearing metal is allowed to work on the shop floor, the firm explained

The firm rejects discriminating Hindu married women for wearing metals

It said that the company provides qualified job seekers equal treatment and it works



rently operating in India," one of the sources said. The Foxconn factory currently has about 70% women and 30% men and the Tamil Nadu plant is the largest factory for women employment in the country with the total employment having touched 45,000 workers during peak periods, they said.

The company has also informed that the discussion around Hindu married women being discriminated against for wearing metals (ornaments and jewellery) is "entirely slanted" and wearing metal in such factories is a

safety issue, a fact well recognised by both the industry and the government.

"Any person wearing metals—man or woman—regardless of their status (single or married) and their religion (Hindu, Muslim, Christian, Sikh etc.) are required to remove metals while working in the factory," the source said quoting the company's informal note.

For safety reasons, no one wearing metal is allowed to work on the shop floor and this is a prevalent practice in several industries.

According to sources, the company has stated that the

media report is based on anecdotal comments by 5-10 people or potential job seekers.

These comments likely came from candidates who did not get the job or no longer work at Foxconn.

When contacted on the issue, Foxconn said that they hire workers of all backgrounds, genders, races and marital status, and they do not discriminate in hiring or recruitment.

"We enhanced our management process for hiring agencies in India in 2022 and identified four agencies that were posting ads that did not meet our standards. We took corrective action with those agencies and more than 20 job ads were removed," Foxconn said in a statement.

It also refuted allegations of employment discrimination based on marital status, gender, religion or other factors.

"In our latest round of hiring almost 25% of women are married. Married women are welcome to wear traditional metal ornaments while working in our facilities," it said.

It added that the company provides qualified job seekers equal treatment and it works with relevant local agencies to ensure that all recruitment efforts follow Foxconn recruitment standards and guidelines, as well as local labour regulations.

5G subscriptions may hit 840 mn by 2029

INDIA'S 5G SUBSCRIPTIONS are expected to reach around 840 million by the end of 2029, accounting for 65% of mobile subscriptions in the country, according to the Ericsson Mobility Report. This expected growth in subscriptions can be attributed to an increase in 5G network deployment by telcos, widespread coverage, and availability of affordable 5G services in the country. At the end of 2023, 5G subscriptions in India were around 119 million. The report further said 4G continues to be the dominant subscription type. However, based on the strong 5G uptake, 4G subscriptions are estimated to decline from 740 million in 2023 to 410 million by 2029.

5G subscriptions projected to reach around 840 mn by the end of 2029

5G subscriptions in India reached around 119 mn at the end of 2023

5G penetration in India reached 10% by the end of 2023

India has made large-scale mid-band deployments, reaching over 90% population coverage

Total mobile subscriptions estimated to grow to 1.3 bn in 2029

Source: Ericsson Mobility Report

—Jatin Grover

Zomato adds new feature for restaurant partners

ANEES HUSSAIN Bengaluru, June 27

FOODTECH MAJOR ZOMATO has introduced a 'Restaurant Services Hub' to support its restaurant partners with various operational needs. The new platform, accessible through Zomato's restaurant partner app or dining app, offers services such as hiring, food safety and Standards Authority of India (FSAI) registrations, taxation, and trademarking.

The company reports that it has already assisted over 3,200 restaurant partners during a six-month pilot phase. Participating restaurants include Hamvor, Dastaan-e-Cheriz, and Feringi services. Zomato has partnerships with vendors including Anna, WorkIndia, Shiftza, Rozgar, and Kaam.com. The cost for these services ranges from ₹299 to ₹5,250. FSAI registrations, trademark security, and GST registrations are facilitated through partnerships with vendors such as SRV Taxcon, Gauditz, and Plans4U.

Infosys CEO settles insider trading charges with Sebi, pays ₹25 lakh

FE BUREAU Mumbai, June 27

TECHNOLOGY GIANT INFOSYS' CEO Saill Parekh has settled with the Securities and Exchange Board of India (Sebi) a matter related to an alleged insider trading violation by paying ₹25 lakh.

The case pertains to a partnership announcement between Infosys and US-based global asset manager Vanguard in 2020, wherein Infosys would provide a cloud-based record-keeping platform to Vanguard. According to Sebi regula-



Saill Parekh was MD & CEO when the partnership with Vanguard was announced

tions, the partnership between the two companies should have been treated as unpublished price-sensitive information (UPSI). However, Infosys failed to do so.

Parekh, who was the CEO and MD of Infosys at the time of the announcement of the partnership, was responsible for putting in place "adequate and effective systems of internal controls to ensure compliance with regulations on preventing insider trading," as per Sebi's regulations.

Such major announcements and deals are considered UPSI under the Prevention of Insider Trading (PIT) regulations to curb manipulation or misuse of information that can lead to significant impacts on the company's stock prices.

Byju's owes ₹13 cr, Majority of firms see employee count rising in first 6 months of FY25: Report

ANEES HUSSAIN Bengaluru, June 27

CHINESE SMARTPHONE GIANT Oppo on Thursday told the Bengaluru bench of the National Company Law Tribunal (NCLT) that Byju's owes it a payment of ₹13 crore for not installing its apps on smartphones manufactured by the company. The matter was adjourned to July 3.

Sources close to Byju's had earlier claimed that the amount owed to Oppo is around ₹1 crore. The latest development brings the total amount due to Byju's creditors to above ₹200 crore.

While the troubled edtech major reached settlement with France-based vendor Teleperformance on Wednesday, a new insolvency play by eInnergy on the same day meant that the



number of insolvency pleas against Byju's continues to remain the same.

According to sources, the Board of Control for Cricket in India (BCCI) has the largest claim, amounting to around ₹158 crore. Surfer Technologies Pvt Ltd is seeking over ₹2 crore from the company. Cogent E-Commerce is owed over ₹6 crore, while McGraw Hill Education India has claimed around ₹17.75 crore. eInnergy Services has a claim of around ₹13 crore against Byju's.

FE BUREAU Bengaluru, June 27

THE FIRST HALF of fiscal 2025 will likely see a 6% workforce expansion across 23 industries, according to TeamLease's Employment Outlook report.

The report, compiled from inputs from 1,417 employers in 20 cities, indicates that about 56% of employers anticipate an increase in their workforce, while 23% expect to maintain current levels, and 21% predict a reduction.

Construction and real estate are poised to lead this growth with an 11.5% increase in manpower, followed by travel, e-commerce, tech startups, electric vehicle, and power and energy sectors, each expecting approximately 9% growth.

IN A NUTSHELL

56% of employers anticipate an increase in their workforce

First half of FY25 to see 6% workforce expansion across 23 industries

Meanwhile, fintech, fast-moving consumer goods, information technology, educational services, media, and BPOs are projected to expand their workforce by 7-5%. Generative AI (GenAI) is expected to impact 35% of talent acquisition strategies, reflecting shifts in hiring practices due to technological



advancements across key industries in the first half of fiscal 2025.

The survey also highlights the cities leading in job creation, with Delhi (53.21%), Bangalore (50.46%), and Hyderabad (47.57%) topping the list. Emerging job markets like Coimbatore, Visakhapatnam, and Jaipur are also seeing

notable growth.

Supporting these optimistic hiring projections is India's expected near 7% GDP growth in 2024, which could rank it as the fastest-growing G20 nation, according to global rating agencies. The economic surge is backed by strong investment demand and stabilising inflation rates, setting a resilient backdrop for the job market despite global uncertainties.

Kartik Narayan, CEO of TeamLease Staffing, said: "Nearly two out of five organisations are prioritising skills development, equipping their workforce for the technological advancements that lie ahead. The findings of our report shed light on the dynamic and optimistic hiring landscape."

Form G INVITATION FOR EXPRESSION OF INTEREST (ROUND 2) UNITED NEWS OF INDIA Operating as a News Agency (in the News Media Industry) (Under Regulation 36A (1) of the Insolvency and Bankruptcy (Insolvency Resolution Process for Corporate Persons) Regulations, 2016)

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