

# LEXZONE

## YOUR LEGAL THOUGHT

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August | 2025

Monthly Newsletter





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Gujarat High Court upholds ₹2 Lakh compensation to dairy employee, rejects employer's claim of job abandonment



The Gujarat High Court upheld ₹2,00,000 compensation to an Amulfed Dairy employee, citing procedural lapses, lack of evidence of misconduct, and failure to prove he wasn't a "workman" under the Industrial Disputes Act, affirming the importance of fair termination processes.

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Calcutta High Court Rules pension under employer's scheme is recoverable as 'wages' before payment of wages authority



On August 5, 2025, the Calcutta High Court held that pension under employer-run schemes qualifies as "wages" under the Payment of Wages Act, allowing claims before wage authorities, stressing contractual clarity in non-statutory pension schemes.

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Calcutta High Court directs HDFC Bank to pay allowances to contract workers, dismisses writ challenging Industrial Tribunal award



On August 12, 2025, the Calcutta High Court upheld a tribunal award holding HDFC Bank liable for unpaid allowances to contract workers, affirming principal employer obligations under labour laws despite outsourced staffing arrangements.

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Delhi High Court orders wipro to pay ₹2 Lakh for defamatory termination letter



The Delhi High Court ordered Wipro to pay ₹2 lakh damages for defamatory remarks in a termination letter, emphasizing that unsubstantiated claims can harm reputation through "compelled self-publication" and lead to liability even in internal communications.

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## Legalisation of Subdivided Land Parcels and Relaxation of Fragmentation Law



On July 9, 2025, Maharashtra legalized pre-2025 small land parcels up to one guntha, aiding 50 lakh families. The reform enables legal registration, construction, and sale, promoting planned development and modernized land governance.

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## RERA 2.0 – Strengthened Compliance Mechanisms and Emerging Legal Obligations for Stakeholders



RERA 2.0 strengthens the real estate law with stricter penalties for delays, mandatory financial audits, standard builder-buyer agreements, certified agents, quarterly project updates, digital grievance platforms, and proactive action by regulators to ensure transparency and accountability.

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## ESG Integration And The Ascendancy Of Green Buildings In India's Commercial Real Estate Market



India's commercial real estate market is transforming, driven by ESG principles. Green-certified buildings now dominate major business hubs, offering 18–50% rental premiums, 30–50% energy savings, and attracting global investors seeking sustainable, high-performing assets.

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## Tamil Nadu Government Unveils 'Deemed NOC' System to Speed Up Planning Permits



Tamil Nadu's new 'Deemed NOC' system fast-tracks planning permits by treating non-responses from key departments as approvals, reducing delays and enhancing transparency. Integrated with the Single Window system, it aims to speed construction and improve governance while safeguarding safety standards.

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## Revamping India's Banking Framework: An Overview of the 2025 Amendments



The Banking Laws (Amendment) Act, 2025 enhances bank governance by raising the “substantial interest” threshold to ₹2 crores, aligns reporting periods with calendar dates, and allows up to four nominees on deposit accounts, boosting transparency and depositor protection.

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## “No More Chains”: RBI’s 2025 Move to Free Borrowers from Pre-payment Penalties



The RBI’s Pre-payment Charges Directions, effective Jan 1, 2026, eliminate penalties on early loan repayments for individuals and MSEs, ensuring transparency and empowering borrowers to repay or switch lenders freely without unfair fees.

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## Urban co-operative Banks and their credit dispensation



RBI guidelines require Urban Cooperative Banks to approve loans based on turnover, ensure transparent rates, strict monitoring, borrower declarations, delegated loan powers, and effective controls, supporting urban economic growth responsibly.

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## RBI’s Climate Risk Disclosure Regime: A Green Turn For Indian Banking



RBI’s new climate risk disclosure framework requires banks and NBFCs to assess and disclose climate-related risks, including emissions and stress testing, encouraging sustainable lending, transparency, and supporting India’s transition to a resilient, low-carbon economy.

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## Bombay High Court Grants Interim Relief in Personality Rights Case: Sonu Nigam v. Sonu Nigam Singh



The Delhi High Court upheld Sonu Nigam's personality rights, restraining unauthorized commercial use of his name, recognizing celebrity identity as protectable, and preventing public deception through misrepresentation and false endorsement in the music industry.

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## Delhi High Court Extends Injunction to Newly Discovered Rogue Websites in Play Games 24X7 Pvt. Ltd. v. WWW10XBETTCOM & Ors.



The Delhi High Court extended an interim injunction to new infringers of the "MY11CIRCLE" trademark, permitting dynamic impleadment, blocking rogue websites, and ordering disclosure of subscriber information to tackle online betting-related IP violations.

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## Reliance Industries Ltd. v. Pawan Kumar Gupta & Ors. – Delhi High Court Grants Ex Parte Injunction to Protect 'RELIANCE' and 'JIO' Marks



The Delhi High Court protected Reliance's well-known trademarks 'RELIANCE' and 'JIO', ordering takedown of infringing listings, restraining misuse, and directing e-commerce platforms to disclose seller details in a proactive trademark enforcement move.

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## Prior User Prevails: Delhi High Court Cancels Fraudulent Trademark Registration



The Delhi High Court cancelled a deceptively similar trademark registered in bad faith, affirming that prior user rights prevail over subsequent registration. It reinforced legal protection for original brand owners and condemned opportunistic, misleading trademark practices.

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## Where No Seat Is Defined In An Agreement, Place Of Exclusive Jurisdiction Deemed As Seat Of Arbitration



The Supreme Court ruled that an exclusive jurisdiction clause implies the seat of arbitration. It set aside the Punjab & Haryana High Court's order, holding that only the Bombay High Court had jurisdiction to hear the Section 11 application.

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## Resolution Professional Cannot Reconstitute Committee Of Creditors Once Formed



The NCLAT ruled that an IRP/RP cannot alter a validly constituted CoC or reclassify creditors without NCLT's approval. It restored the original CoC, criticized the IRP's actions, and dismissed Byju Raveendran's appeal for misconduct.

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## Delhi High Court Grants Anti-Arbitration Injunction In Oman Dispute



The Delhi High Court stayed a Singapore-seated ICC arbitration, citing nondisclosure by an arbitrator and vexatious conduct by the defendant. It held that courts may intervene in foreign arbitrations in rare cases of abuse or unfairness.

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## Delhi High Court Sets Aside Arbitral Award In Power Generation Dispute



The Delhi High Court set aside an arbitral award of ₹34.7 lakh to E.M. Services, ruling that failure to consider a properly pleaded counterclaim violated natural justice. The arbitrator's refusal to frame an issue on the counterclaim rendered the award unsustainable under Section 34.

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## SEBI mandates digital accessibility compliance for all regulated entities



SEBI's July 31, 2025 circular mandates all regulated entities to ensure digital platforms are accessible to persons with disabilities—conducting IAAP-certified audits, remediations, accessible KYC, inclusive content formats, grievance mechanisms, and governance integration to uphold investor equity.

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## SEBI Enhances Operational Efficiency in Monitoring NRI Position Limits in Exchange-Traded Derivatives



SEBI introduced a centralized system to monitor NRI positions in exchange-traded derivatives, enhancing real-time compliance, reducing procedural burden, curbing market concentration risks, and aligning India's regulatory practices with global investment standards.

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## Reserve Bank of India Issued Revised Directions on Investment in Alternative Investment Funds (AIFs)- 2025



RBI's 2025 Directions cap REs' investments in AIFs, mandate provisioning for indirect exposures, and tighten capital treatment of subordinated units. The framework aims to balance financial stability, risk prudence, and institutional participation in India's alternative investment ecosystem.

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## SEBI Opens Special Window for Re-lodgement of Transfer Requests of Physical Shares



SEBI's 2025 circular reopens a six-month window for re-lodging rejected physical share transfer requests initiated before April 2019. Transfers must convert to demat. The move balances investor relief with regulatory goals of market digitisation and transparency.

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## JVVNL Appeal Dismissed as Supreme Court Affirms Adani Power's Change-in-Law Claims



The Supreme Court upheld generators' right to claim compensation and LPS-based carrying costs from the date of a regulatory notification imposing new charges, affirming the restitution principle under PPAs and clarifying change-in-law billing and entitlement timelines.

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## Supreme Court Clarifies Powers of Electricity Regulatory Commissions: No Jurisdiction Solely on Public Interest, No Direct Oversight over Franchisees



The Supreme Court ruled ERCs cannot act solely on public interest unless allowed by law and lack direct jurisdiction over distribution franchisees, whose oversight lies with licensed distributors. It limited Section 128 investigations to material violations, clarifying regulatory boundaries.

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## Supreme Court Directs Coordinated Action on Power Sector Emissions



The Supreme Court ordered the Power Ministry, CEA, and CERC to submit a joint affidavit outlining India's carbon reduction roadmap for power generation. The ruling emphasizes coordinated regulatory action to address emissions and climate risks in the energy sector.

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## State Electricity Regulatory Commissions Empowered to Regulate Inter-State Power Affecting State Grids: Supreme Court



The Supreme Court upheld that State Electricity Regulatory Commissions can regulate intra-state consequences of inter-state open access transactions, ensuring grid stability and fairness. While CERC controls inter-state transmission, state commissions may impose conditions once power enters their network.

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