

Employment Contract

Emp ID: INDECA409

To,

Date: 27-07-2020

Akshatha M R,

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fsdfasffds

Andaman and Nicobar Islands

Afghanistan.

Dear **Akshatha M R,**

Thank for your interest in choosing Indeca Sporting Goods Pvt Ltd (Indeca). As we believe your passion for sport and your values match those of our Company, we, at Indeca, are pleased to appoint you as a **Decathlon Permanent Employee** on a **Full Time** basis, and your responsibilities would be those of a **IT Project Leader** at our **Bangalore** location effective **27-07-2020** and you will be on probation up to **0** month(s) or such extended period as specified by your Manager. Thereafter, your employment confirmation would be informed to you in writing.

Your gross fixed compensation would be INR. **50000.00**. You are also entitled for a monthly statutory/non-statutory bonus which will be at a maximum **0.0%** of your gross monthly fixed compensation. You are entitled to all the social security benefits like PF, ESIC (as per applicability), Gratuity, and Employee Compensation as specified in the respective statutory acts. Please find the detailed breakup of salary in Annexure1 enclosed below. Further, sufficient holidays keep one motivated in a work environment. Therefore you shall have **30** days of annual leaves

Kamala Nagaraj will be responsible to mentor and guide you in this phase of your professional journey or any such manager assigned by the later.

We at Indeca strongly believe in your ability to manage yourself in the best interest of the Company. Fewer the rules better the productivity as far as we are concerned.

We trust you will enjoy working with Indeca and take the utmost autonomy to complete your

responsibilities-

1. We believe you will treat your team mates and customers with utmost respect
2. We are bound by certain regulations by the Government of India and our Group norms. You will be required to abide by all these regulations* currently existing or any such rules that might be incorporated from time to time
3. When you are happy being a part of the Indeca family, we expect you will be open to relocate to any location where the Company currently has stores or may be established or any other Group companies as deemed necessary
4. Your salary and its components are strictly confidential and we prefer you not share it with other team members
5. Working for Indeca is a full time job! While we believe in honesty in the job responsibility, we insist you dedicate your working hours solely to Indeca, and not work elsewhere, and also do not indulge in any trade or business owned by you or any third party
6. We hold transparency in high regard. You cannot involve yourself in taking or giving bribe, gambling, theft, fraudulent practices or any such act that might affect Indecas reputation or damage to property
7. We at Indeca, have a strict policy against sexual harassment. We believe that you will not engage in any form of sexual harassment towards any of the Company employees and the Company's customers. Indeca also ensures a safe environment to all its employees and customers and strict action will be taken against any offender, be it employee or customer
8. All documents submitted by you to the Company shall be subjected to scrutiny by the appropriate authorities
9. In the event you feel you cannot be a part of our culture and environment, kindly communicate your desire to depart at least 7 days in advance during probation or 1 month in advance if your employment is confirmed
10. In the event we find you have not abided by these, and other regulations explained to you by your manager or if you do not share the values of Indeca, we shall communicate the dis-continuance of employment with Indeca to you at least 7 days in advance during probation or 1 month in advance if your employment is confirmed
11. Service rules under the Certified Standing Orders of Decathlon will be applicable to you from the date of certification of such orders. The information on the certification of such standing orders will be communicated to you electronically

12. However, your employment will be subjected to immediate termination on the following conditions prescribed in the Industrial Employment/Model Standing Orders Act 1946-

- . wilful in subordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior,
- . theft, fraud or dishonesty in connection with the employers business or property,
- . wilful damage to or loss of employers goods or property,
- . taking or giving bribes or any illegal gratification,
- . habitual absence without leave or absence without leave for more than 10 days,
- . habitual late attendance,
- . habitual breach of any law applicable to the establishment,
- . riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline,
- . habitual negligence or neglect of work,
- . unauthorised strike of work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.

13. Any image taken of you during a Decathlon event or during a photo-shoot shall be the property of Decathlon and you consent to Decathlon's use of the such image in communication.

14. Apart from the above mentioned rules all rules specified under the certified standing orders of Decathlon will be applicable to you from the date of your joining Decathlon

15. Clause 4 of this employment contract shall continue to survive even after any form of termination of this employment contract.

***. Notwithstanding anything mentioned above, please note that the regulations would be explained to you by your respective manager during your induction program**

Should you accept the above information, then kindly sign the duplicate copy of this appointment letter.

We welcome you to the Decathlon Family!

For Indeca Sporting Goods Pvt Ltd

Accepted By Me

Authorised Signatory

Employee Signature

Annexure - I

Salary Structure	Monthly	Annually
Gross	50000.00	600000.00
Basic	25000.00	300000.00
House Rent Allowance	12500.00	150000.00
LTA	2084.00	25001.00
Special Allowance	10417.00	125000.00
Gross Salary	50000.00	600000.00
Employer PF	3750.00	45000.00
Monthly Bonus / Statutory Bonus*+	0.00	0.00
Employer ESIC	0.00	0.00
Gratuity	1203.00	14430.00
CTC	54953.00	659430.00
<p>* Please note that if you are drawing a monthly gross salary upto 21000 then you would get a minimum of INR. 583/per month for the number of months that you have worked in any Financial year or a maximum upto 0.0 % of your Monthly fixed gross basis the criterion mentioned by your manager from time to time</p> <p>+ Please note that if you are drawing monthly gross more than 21000 then you can earn maximum upto 0.0 % of your Monthly fixed gross basis the criterion mentioned by your manager from time to time</p>		