

BEINEX

SECURITY OF DATA / COMPANY PROPERTY

As technology continues to permeate all aspects of modern life, threats to business and personal data from security issues increase. Corporate investments in technology security protections have grown. Seemingly innocent mistakes can lead to information theft and irreversible damage to Beinex or to our personal lives.

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody, or charge.

NOTICE PERIOD

Should you or the company wish to terminate your employment, a minimum of six months' notice is required, this will be revised after two years to a minimum of three months' notice is required unless termination is by cause according to the company's policies and local labour laws. Termination terms will always be in accordance with the local labour laws.

Notwithstanding the aforementioned, the Company shall be entitled to terminate your employment without notice of termination or notice pay, indemnities and compensation in any of the following events:

- a. if there is any breach of the code of conduct or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement;
- b. if any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest;
- c. Unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment.

Maintaining professionalism, respecting client commitments, and continuing to abide by the rules and regulations of the company are expected throughout the notice period. Should you provide notice of resignation within one year of commencing employment you will be required to reimburse all joining costs (Applicable only for offshore employees - Air ticket, relocation allowance, visa and labour card costs, recruitment fees, etc.)

NON-COMPETE AGREEMENT

You acknowledge that you will not contract with any existing Beinex clients in respect of the services offered by Beinex for a period of one year from the date of contract termination and will not engage alone or in collaboration with others in bidding for or providing services that Beinex will be proposing for unless prior clearance is obtained from Beinex management.

I hereby confirm my acceptance of the foregoing terms and conditions of employment.

Name: A. I. M. S.

Signature: [Signature]

Date: 11/09/2003

Beinex Consulting Pvt. Ltd.
#18, Ground Level, Infopark TDC, Jai Shakti, Kaloor Kochi, Kerala, 682017, India.
Registered Office: Beinex Consulting Pvt. Ltd., 9/248, Arpocura, Kottayam, 686001, Kerala
CIN - U74999KL2016PTC047287

Email: situlu@beinex.com
Phone: +91 9951 55936
Web: www.beinex.com