

Terms applicable from date of employment for all employees

Company Handbook Terms and Conditions of your employment at PICSGlobal Consultants Private Limited regarding **Consent for Use of Image, Likeness, and Information in Marketing and Social Media and Post Resignation and Post-Employment Obligations**

Consent for Use of Image, Likeness, and Information in Marketing and Social Media

We are excited to inform you that PICSGlobal Consultants Pvt Ltd have featured you in our marketing materials, including but not limited to promotional content on social media platforms, brochures, videos, and our company website for which you have agreed.

By signing this letter, you give PICSGlobal Consultants Pvt. Ltd your express consent to use your image, likeness, name, and/or any relevant professional information for promotional and marketing purposes. This includes but is not limited to:

1. Use of photographs, video footage, or audio recordings of you.
2. Inclusion of your job title, professional background, and other work-related details.
3. Posting on company social media accounts, website, newsletters, and any other promotional materials.
4. Editing or altering the material for marketing purposes, provided such edits do not misrepresent you.

Duration and Revocation:

This consent will remain in effect forever and cannot be revoked by you in the future. This will not apply retroactively to marketing materials already published.

No Compensation:

You acknowledge that your participation is voluntary and that you will not receive any financial compensation for the use of your image or likeness.

Post Resignation and Post-Employment Obligations

As part of your departure, we would like to remind you of certain obligations that continue to bind you even after the termination of your employment. These obligations are essential to protect the intellectual property and business interests of PICSGlobal CONSULTANTS PVT. LTD. ("PICS Global"), and they are as follows:

1. Protection of Intellectual Property

You acknowledge that during your employment, you had access to sensitive company information, including but not limited to proprietary strategies, trade secrets, customer

lists, leads, marketing strategies, and other intellectual property ("Confidential Information"). You agree that you will not, directly or indirectly, use, disclose, or misappropriate any such Confidential Information for any purpose other than for the benefit of PICSGlobal Consultants Pvt Ltd.

2. Non-Solicitation of Employees

You agree that for a period of 24 months from the date of your resignation, you will not directly or indirectly solicit, hire, or attempt to hire any current employees of PICS Global to work for any other business or organization with which you are associated, nor will you encourage any such employees to leave PICS Global .

3. Non-Solicitation of Clients, Leads, and Partners PICSGlobal Consultants Pvt. Ltd | Tel 0091-94440 94442 | Website www.pics.global | Email hr@pics.globalINDIA, Chennai: F4, ELSA PLAZA, No.2, Rajiv Gandhi Salai, Padur, Chingelpet, Kanchipuram- 603 103.

UK (HQ) : Saxon House | 27 Duke Street| Chelmsford | CM1 1HT| United Kingdom| Registration no. 08666650

For a period of 24 months following your resignation, you agree not to approach, contact, or attempt to solicit business from any existing clients, partners, or leads of PICS Global, including those that were introduced or assigned to you during your employment. This includes any leads or prospective clients generated by PICS Global during your tenure.

4. Non-Competition

You agree that for a period of 24 months following your resignation, if you engage in any business that competes directly with the services provided by PICSGlobal Consultants Pvt. Ltd you will strictly abide by post employment obligations.

5. Return of Company Property

You confirm that you have returned all company property, including but not limited to electronic devices, documents, records, and any other materials (digital or physical) related to PICSGlobal by your last working day.

6. Consent for Legal Action in Case of Breach

You acknowledge that any breach of the obligations outlined above will cause irreparable harm to PICSGlobal Consultants Pvt. Ltd . In the event of any such breach, PICSGlobal Consultants Pvt. Ltd reserves the right to pursue all available legal remedies, including but not limited to seeking injunctive relief and/or damages and a compensation of minimum 25,00,000 INR

You agree that the terms in the company handbook represent your continuing obligations to PICSGLOBAL CONSULTANTS PVT. LTD. after the end of your employment.

You acknowledge by your signed offer letter that's terms and conditions of company handbook is met and consent that PICS Global may initiate legal proceedings in the event of a breach of these obligations.

We appreciate your contributions to the company and wish you all the best.

Employee Acknowledgment and Agreement is obliged by offer letter already signed , this is just a reminder and communication of the employee company handbook.

Any questions or clarifications please write to hr@pics.global or legal@pics.global

HR & Legal Compliance Team

PICSGLOBAL Consultants Private Ltd.

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