

Exit Policy

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Policy Name	Exit Policy
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Contact Person	HR Shared Services Lead
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Date:15 February, 2022	Prepared By	India HR Team (Sumithra Kumaravelu)	
Date:23 Dec, 2025	ReviewedBy	India HR Team (Janardhana Rao)	India Legal Team
Date:21 July, 2023	ApprovedBy	India HR Shared Services Lead (Michael Bunyan)	
Date: 8 July, 2024	Approved By	India HR Shared Services Lead (Ranjana Bhawsingka)	
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A. Distribution List

Issued to all employees of Capgemini Technology Services India Limited.

B. Version History

Version	Date	Description
1.0	December 21, 2017	Exit Policy Document.
1.1	May 13, 2019	Addition to termination clause
1.2	September 1, 2019	Addition to Scope of entities
1.3	July 28, 2020	Change in timelines towards resignation approval
1.4	February 10, 2022	Shortfall notice period
1.5	July 12, 2023	Removal of PMD Clearances for all exit separation types & transfers Addition of Smart Service Desk Contact numbers
1.6	July 8, 2024	BU HR clearances moved under People Manager
1.7	Feb 15, 2025	Combine Relieving Cum Experience Letter
1.8	April 7, 2025	LWD calculation changes

C. Objective

To provide best experience to employees on end-to-end exit process.

D. Scope



The Policy will be applicable to all the permanent full-time employees of Capgemini Technology Services India Limited & Capgemini IT Solutions Limited.

E. Provisions

Resignation Letter

Employee needs to submit his/her resignation in Exit Clearance Management System (ECMS) which is web-based application. The resignation must be approved by the People Manager to whom he/she is tagged on system. The People Manager must approve the resignation in the system within 15 days from resignation date so that exit clearance process can be started well in advance. If the approval is not provided, then the system auto-approves it on the 15th day from date of resignation.

The resigned employee will be released from the services of the company only on the last working day end of business hours.

Notice period for all employees is 90 days.

However, for employees in probation period, if Letter of Non-Confirmation is shared prior to 120th day with employee, then the employee to serve up to 2 months' notice period. If Letter of non-confirmation is shared on or before 149th day with employee, then the employee to serve 1 month notice and Company provides 1 month pay in lieu of notice.

Exit Clearance

2.1 Once the resignation is approved by People Manager, the exit guidelines need to be followed by employee. This contains details of the departments and SPOCS from whom clearances need to be obtained and the forms (PF, Gratuity) to be submitted by the employee.

2.2 The clearance form is designed to cover 11 departments within the organization:

- Asset Management
- EIS Clearance
- ICRES
- AMEX
- Learning & Development
- People Manager
- Finance
- Time Helpdesk
- People Process
- Mobility
- Car Lease
- Final HR

2.3 The onus of ensuring completion of the clearance in all respects lies with the employee. Exit team will verify whether the clearance is completed on the system on the Last working date and then issue Relieving cum Experience Letter.

2.4 Employees who are exiting from onsite, are governed by the letter of Authorization/secondment agreement currently in force, will have to complete the onsite exit formalities before leaving the organization.

- 2.5** As a part of the exit process, HR BP will conduct an exit interview/discussion. The employee first needs to complete the feedback form on the system and then meet the designated HR for a discussion.
- 2.6** Employees on notice period are not eligible for 5 days advance leaves. If LWD (Last Working Day) is on or before 15th of the month, employee is eligible for only one leave credit in his last month

Full & Final Settlement

- 3.1** Employees, whose last working date is within one year from the date of joining, will be liable for recovery under the following heads, wherever applicable, as a part of Full & Final Settlement. However, in cases where the terms of employment mention a different condition period, the same shall prevail.
- Sign On bonus/ Joining bonus
 - Notice Period Buyout at the time of joining
 - Retention Bonus
 - One- time Incentives or Bonus
 - Relocation Expenses
- 3.2** If the employee's last working date is within one year from the date of availing the benefit or term mention in agreement, then the financial dues like above, will be mentioned in the Exit Clearances hosted in the ECMS portal under the respective category by the role holder.
- An employee is given the opportunity to settle the dues by making online payment to company's account.
 - In case, the employee prefers to get this adjusted in the Full & Final settlement, then the financial dues will be recovered from the employees Full & Final settlement.

3.3 Shortfall of Notice Period:

The Notice period of 90 days needs to be served by all the employees however shortfall of notice period wherever applicable shall be recovered from the employee at the rate of monthly total base compensation (TBC). This amount must be paid by the employee through online payment to the Company on or before his/her last working day

The full and final settlement i.e. the dues pending from the company to the employee, will be credited to employee's salary account within 30 days from the date of completion of the exit clearance formalities. In case the exit is approved on the last working date of the employee then the clearance completion and subsequent issuance of letters will be delayed.

3.4 LWD calculation changes –

If LWD falls on a weekend(sat/sun), LWD gets preponed to Friday
If LWD falls on a Friday(holiday), it gets preponed to Thursday
If LWD falls on a Monday(holiday), LWD gets preponed to Friday

- 3.5** In case of any dues pending from the employee to the company, the same is to be paid by the employee through making online payment to company's bank account on or before last working day
- 3.6** Salary for the last working month will be paid out along with the full and final settlement. If the last working date is on or before the 5th of any month, the previous month's salary will be put on hold and paid out along with the full & final settlement.

- 3.7 In case an employee fails to complete his clearances and fails to clear all outstanding dues before his/her last day with the company, his/her settlement will be foreclosed, and the company will issue demand letters for the recovery of outstanding dues. No relieving / experience letters will be issued in such cases till such time the outstanding dues are cleared. Further, the company reserves the right to initiate appropriate legal measures for recovery of such dues.
- 3.8 In case an employee has any queries regarding the status of their clearances, the Smart Service Desk can be contacted at: +91 80 66442727.

Salary Account

The salary account of the exited employee will continue to remain active even after the full and final settlement is completed. However, the benefits associated with a corporate account will be withdrawn and the account will be converted to a personal savings account.

Employees leaving without intimation /leaving without settling dues

- 5.1. For any employee who is on unauthorized absence for a period of ten calendar days, salary, expenses and allowance will be withheld on receipt of notification from the concerned BU. Such an employee will be sent show cause notices/notice of enquiry advising to report for work within a stipulated period from the receipt of the notice to the last known address/permanent address. In case the employee fails to report he / she would be declared absconder forthwith, and his / her services with the company will be terminated. Further, access privileges would be withdrawn with immediate effect. This will include terminating e-mail access and withdrawal of access to Company premises.
- 5.2. The termination letter will be sent to the last known address/permanent address of the employee informing that his/her services have been terminated and that he/she should clear his/her dues.
- 5.3. The payment due (if any) to him/her will be withheld until such time he/she clears all dues with the company.
- 5.4. Further, the Company reserves the right to seek all available legal redress as maybe appropriate.
- 5.5. In case the employee reports back to duty within the stipulated time, he / she is required to provide justifiable explanation for the unauthorized absence and such explanation should be acceptable to the Company. The company may initiate appropriate action in cases where the unauthorized absence is not found to be justified / backed by appropriate supporting documents.

Relieving Cum work certificate/letter

- 6.1. Relieving cum work experience certificate/letter will be given to the employee at the close of business hours of his/her last day with the Company, provided the exit clearances are completed and outstanding dues towards Capgemini are settled. The letters will be issued by the HRSS Offboarding team on verification of completion of exit clearances including payment of any outstanding dues to the company and exit interview.
- 6.2. No relieving letter will be issued in cases where the company has issued a termination letter.

Retirement and Termination

7.1 Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

7.2 Notice Period / Termination

- (i) During the probation period, your employment with company may be terminated (i) by you, upon giving the Company three month's written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two month's written notice or payment of gross salary in lieu thereof.
Upon confirmation, your employment with Company may be terminated (i) by you, upon giving the Company three months written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving three month's written notice or payment of gross salary in lieu thereof.
- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from the services of the company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge and serving the notice period conditions)
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) Fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse causing damage to the company's asset / property, (iii) Your in subordination or failure to compel with the directions given to you by persons so authorized, (iv) Your insolvency or conviction for any offence involving moral turpitude, (v) Your breach of any terms and conditions of this letter or the Company's policies or other documents or direction of Company, (vi) You going on or abetting a strike in contravention of any law for the time being in force, (vii) You conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) Misconduct by you as provided under the labor law and / or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously without prior authorization for Ten (10) consecutive calendars or more you shall be deemed to have left and relinquished the service on your own accord in such relinquishment of service shall be deemed as a repudiation of your

employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) Presume that you have voluntarily abandoned the service of the Company and strike of your name from the Company's payroll.

F. Deviations and escalation Matrix

For any queries you can send an email to DL IN Central Exit - centralexit.in@capgemini.com

Escalation Matrix - PAN India		
Level	Contact Person	Email id
Level1	Janardhana Rao	janardhana.rao@capgemini.com
Level2	Ranjana Bhawsingka	ranjana.bhawsingka@capgemini.com