

Crompton Greaves Consumer Electricals Limited

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W: www.crompton.co.in CIN: L31900MH2015PLC262254

Date – 20th Jan 2025

Name – Rutvik Pradhan

Dear **Rutvik**,

OFFER FOR INTERNSHIP

Welcome to Crompton Greaves Consumer Electricals Limited!

Please refer to the discussion we had with you regarding the Internship Program of the Company. In this regard we are happy to inform you that you have been selected under this program.

1) Internship Period : 23rd Jan 2025 to 20th April 2025

2) Department/Function : Innovation

3) Reporting Manager : Santosh Ambekar

You will be governed by the rules and regulations of the company as applicable, during the tenure of your internship.

3) Present location & Transferability:

Present Location: Mumbai

During your internship with the Company, based on the requirement, you will be transferred to the other locations of the company or its subsidiaries companies.

4) Notice Period

Your internship with company is terminated by either party by giving 15 days' notice period in writing or equivalent stipend in lieu of your notice period.

5) Hours of Work

During your internship, you will observe such hours of work, weekly and/or other holidays, as may be observed by the department, division, establishment, location, associate or group company in which you are placed from time to time.

6) Other Terms & Conditions

(a) You have been taken as a Trainee (Intern), as such there is no employer – employee relationship between you and the company.

(a) Ethics & Confidentiality

- (i) It is obligatory that, at all times, you maintain strict confidentiality and secrecy with respect to all information/data shared with you in the course of your internship, whether in physical, electronic or any other form, related to the Company (which includes its subsidiaries and/or associates). Except with the prior written authorization of the Company, you will not, at any time, divulge or disclose such information/data to any person or entity anywhere in the world and/or use the same for the benefit of any other person or entity, during and even after you cease to be intern in the Company. It is also obligatory that you deal with Company's assets and documents, with utmost honesty and professional ethics and be true and fair to the Company, in relation to all accounts and transactions related to Company's business. Non-fulfillment of all the above requirements will constitute dishonest, misappropriation of property and/or criminal breach of trust of the confidence reposed, for which the Company will be entitled to take appropriate legal action, including claiming payment of compensation and damages, as applicable.
- (ii) The Intern acknowledges that the Company has expended and shall continue to expend substantial amounts of time, money and effort to develop himself/herself, business strategies, customer relationships, goodwill, and to build an effective organization. Further the intern acknowledges that the Company has a legitimate business interest in protecting such efforts. The intern also acknowledges and agrees that in the performance of the duties and responsibilities of internship, the intern has and will become familiar with the Company's confidential information, including trade secrets, and that the intern's duties are of special, unique and extraordinary value to the Company.
- (iii) The intern acknowledges that the Company would be seriously and irreparably damaged by the disclosure of trade secrets, confidential information and/or the loss or deterioration of its business strategies, intern, customer relationships and goodwill. The intern hereby confirms that he/she would not divulge any confidential information or data to any person or entity anywhere in the world without the express consent of the Company in writing.
- (iv) The intern will not, while being in Internship of the Company, and for a period of six months following the termination of his or her internship directly or indirectly, without the prior written consent of the Company:
 - Solicit any employee or independent contractor, customer, supplier of Company on behalf of any other company or business enterprise and induce any employee, independent contractor, customer or supplier associated with the company to terminate or breach the terms of internship of the company or other relationship with the Company.

- Assist any person or entity in any way to do, or attempt to do, anything prohibited by the above clauses.
- Solicit or encourage any employee of the Company to leave the services of the Company.
- Intentionally interfere with the relationship of the Company with any person who is employed by or otherwise engaged to perform services for the Company; provided, that neither (I) the general advertisement for employees or the general solicitation of employees by a recruiter, nor (II) the Employee's being named as an employment reference for a current or former employee of the Company and responding to ordinary course inquiries made by prospective employers of such employee in connection with such reference, shall be deemed a violation of this clause.

(b) Engagement in Other Employment/Activities

During the continuance of your internship, it is imperative that you do not engage yourself or be employed or interested, whether directly or indirectly, in any other employment, business, profession or activity, whether part time or full time, without the consent in writing of the Company. If you do so, the Company reserves its right to terminate your internship without any notice, and in case of such termination, no compensation for deficiency of notice period will be paid by the Company.

(c) Correctness of your Particulars

The particulars furnished by you for your internship are assumed to be correct. In case, at any time, such particulars are found to be incorrect or that you have withheld information relating to your internship, the Company reserves its right to terminate your internship without any notice, and in case of such termination, no compensation for deficiency of notice period will be paid by the Company.

(d) Internship Continuity

Your continuance in internship is subject to: (i) your being certified medically fit at all times, which the Company shall be entitled to determine through a qualified medical practitioner of its choice, and whose opinion shall be final and binding; and (ii) no adverse conclusions on aspects of integrity and ethics.

(e) Misbehavior or Breach of trust

If, during your internship with the Company, Management arrives at the conclusion that you have committed any misbehavior or breach of trust in relation to the assignments handled by you, or generally in relation to your internship with the Company, the Company reserves its right to terminate your internship without any notice. In case of such termination, no compensation for deficiency of notice period will be paid by the Company. Besides, the Company reserves its rights to take appropriate legal action including for compensation and damages for such misbehavior or breach of trust as applicable.

(f) Discovery of New Inventions, Improvements and Processes

The Company encourages innovation and discovery of inventions and processes. If you discover or contribute to any invention or improve process, it is expected that you assist the Company in transferring the ownership and your interests therein, to the Company, with all the related rights and privileges, and for such purpose, execute requisite documentation; the Company shall bear all expenses related thereto.

(g) Cessation of Internship

On cessation of your internship with the Company, you are required to complete the requisite separation formalities in terms of the Company's Rules and Regulations and the final settlement of your dues will be made only after you have completed all separation formalities. If you have stopped attending your duties for 10 consecutive days, without prior written permission, your non-attendance will be deemed as unauthorized absence, and such absence will be treated as your decision to abandon your internship with the Company. In such case, your internship with the Company will cease at the close of business hours at the 11th day of your unauthorized absence. In such case, your separation dues will be suitably adjusted for any detriment caused to the Company, and no compensation for deficiency of notice period will be paid.

(h) Company's Policies, Rules and Regulations

During your internship with the Company, you will, at all times be governed by and required to abide all the Company's Policies, Rules & Regulations and the Company's Schemes for interns presently applicable or as may be introduced or amended from time to time. It is essential that you go through the Policies, Rules, Regulations and Schemes from your respective department/reporting manager and understand the details thereof.

(i) Data Privacy Policy

You are requested to please refer to CGCEL's Global Privacy Policy available on the CGCEL website www.crompton.co.in as well as your local Intranet, to understand how your personal data is processed and safeguarded within CGCEL; and also familiarize yourself with the information and other privileges available under this Policy.

(j) Severability

If any provision or clause of this letter, or portion thereof, is held by any court or other tribunal of competent jurisdiction to be illegal, invalid, unreasonable, or otherwise unenforceable against the Intern, the remainder of such provision shall not be thereby affected and will be deemed to be modified to the minimum extent necessary to remain in force and effect for the longest period and largest geographic area that would not constitute such an unreasonable or unenforceable restriction. It is the express intention of the parties that, if any court or other tribunal of competent jurisdiction construes any provision or clause of this Agreement, or portion thereof, is held by any court or other tribunal of competent jurisdiction to be illegal, invalid, unreasonable, or otherwise unenforceable against the Intern because of the duration of such provision, the scope of the subject matter, or the geographic area covered thereby, such court or tribunal shall reduce the duration, scope, or area of such provision, and, in its reduced form, such provision shall then be enforceable and be enforced. Moreover, notwithstanding the fact that any provision of this Clause 12 is determined not to be enforceable in equity, the Company will nevertheless be entitled to recover monetary damages as a result of the intern's breach of such provision.

(k) Remedies and Injunctive Relief

The Intern acknowledges that a violation by the intern of any of the covenants contained in Clause 7 would cause irreparable damage to the Company in an amount that would be material

but not readily ascertainable, and that any remedy at law (including the payment of damages) would be inadequate. Accordingly, the Intern agrees that, notwithstanding any provision of this Agreement/Letter to the contrary, the Company shall be entitled (without the necessity of showing economic loss or other actual damage) to injunctive relief (including temporary restraining orders, preliminary injunctions and/or permanent injunctions) in any court of competent jurisdiction for any actual or threatened breach of any of the covenants set forth in Clause 12 in addition to any other legal or equitable remedies it may have. The preceding sentence shall not be construed as a waiver of the rights that the Company may have for damages under this Agreement or otherwise, and all of the Company's rights shall be unrestricted.

We would appreciate if you could please sign all pages on the duplicate of this letter as a token of your acceptance of the terms and conditions of this Internship Letter.

May we request that the detailed terms and conditions of this Internship Letter be reviewed by you in its entirety, before signing the duplicate copy, since the Company is committed to the terms of internship contained in this letter.

We once again welcome you and look forward to your commitment and dedication. We wish you a fulfilling and successful internship with Crompton Greaves Consumer Electricals Limited.

**Yours faithfully
for Crompton Greaves Consumer Electricals Limited**



**Name: Priyanjali Ojha
Designation: Sr Manager - HR**

Encl: As above

Acceptance of Internship

I agree and accept Internship with Crompton Greaves Consumer Electricals Limited, on the terms and conditions of the above letter, which I have fully understood. I further agree that, if any medical or other declaration, or particulars furnished by me during the engagement process or thereafter, is found to be incorrect, my internship is liable to be terminated forthwith, without compensation for deficiency of notice period.

Signature:

Date :