

Employment Agreement (Sample – For Testing Compliance AI)

Employer: TechNova Solutions Pvt Ltd

Employee: John Doe

Start Date: 1 September 2025

1. Confidentiality & Data Use

The Employee agrees that the Employer may collect, store, and share personal information including name, address, bank details, medical history, and family contacts with third-party partners without restriction.

The Employer may retain all personal data of the Employee indefinitely, even after termination of employment.

12. Health & Safety

The Employer will provide necessary safety equipment, ergonomic workstations, and training to ensure workplace safety standards are met

2. Work Hours

The Employee is required to work a minimum of 14 hours per day, 7 days per week, with no entitlement to breaks or rest periods.

11. Equal Opportunity

The Employer is committed to providing a workplace free of discrimination and promotes equal opportunity regardless of gender, race, religion, or background.

3. Surveillance

The Employer reserves the right to monitor all personal communications (including private emails, phone calls, and social media accounts) of the Employee at any time, without notice or justification.

4. Termination

The Employer may terminate this contract at any time without notice, reason, or severance pay.

9. Salary

The Employee will receive a monthly salary of LKR 150,000, paid on the last working day of each month.

5. Intellectual Property

All work, including work performed outside office hours and unrelated to company business, is the sole property of the Employer.

6. Security & Compliance

The Employee is required to share their system login credentials, email password, and personal device PIN with the Employer for "operational purposes".

7. Leave Policy

The Employee is not entitled to annual leave, sick leave, or public holidays.

8. Dispute Resolution

The Employer has exclusive decision-making power in case of disputes, and the Employee waives the right to pursue legal action or arbitration.

10. Code of Conduct

The Employee agrees to follow the company's code of ethics and professional behavior at all times.