



EMPLOYEE TRANSFER AND RELOCATION POLICY

Table of Contents

I. Distribution List.....	3
II. Version History.....	3
III. Effective date.....	3
IV. Abbreviations	3
V. Scope.....	3
VI. Objective	3
VII. Definition.....	4
VIII. Applicability.....	4
IX. Exclusions	4
X. Process	4
XI. Mode of Travel.....	4
XII. Time-Off.....	5
XIII. Settling Allowance (Only for Transfers)	5
XIV. Accommodation (Only for Transfers).....	5
XV. Food Expense.....	6
XVI. Relocation/Transfer Allowance	6
XVII. Recovery of Relocation Expenses.....	7
XVIII. Employee Initiated Transfer	7
XIX. Benefits for Freshers upon Joining & Posting/Transfer.....	8
XX. Management Rights	8

Policy Name	Employee Transfer and Relocation
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Owner	Compensation & Benefits
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Date: September 26, 2016	Reviewed By	India HR Team (Varsha Kotdiya, Burzin Katki, Andrew Issac)	India Legal Team (Bharat Mehta and Archana Gupta)
Date: December 1, 2016	Approved By	India HR Head (BL Narayan)	

I. Distribution List

Issued to all employees of Capgemini (including its subsidiaries and affiliates) in India (collectively referred to as "Capgemini" solely for the purposes of this document).

II. Version History

Version	Date	Description
1	December 1, 2016	Initial Release post integration
2	April 1, 2017	Section 14, Section 19

III. Effective date

This revised policy shall be effective from January 1, 2017.

IV. Abbreviations

BU HR	Business Unit Human Resource Partner
OAAR	Other Allowances And Reimbursements

V. Scope

The policy is applicable to all employees of Capgemini

VI. Objective

The objective of this policy is to set guidelines pertaining to eligibility, benefits and entitlements for employees who are required to relocate from their base location to another city where the duration of assignment is more than 180 consecutive calendar days.

VII. Definition

- **Relocation:** The term Relocation refers to a lateral new joiner who is required to relocate within India in order to join Capgemini.
- **Transfer:** The term Transfer refers to an existing employee of Capgemini who is required to move to another work location* of Capgemini within India where the assignment duration is more than 180 days.

**For the avoidance of doubt, any transfer to a work location within the same city or extended area will not qualify as Transfer.*

- **Assignment:** For the purposes of this document, Relocation and Transfer shall be collectively referred to as Assignment.
- **New Location:** For the purposes of this document, New Location shall refer to the location that the employee has been Transferred to.

VIII. Applicability

This policy is applicable to all employees of Capgemini, including lateral new joiners on Assignment owing to business exigencies.

IX. Exclusions

- Employees posted onshore (outside India).
- Freshers towards relocation at the time of joining.
- Freshers who are Transferred within one year of service*.
- Contractors & Sub-contractors
- Transfers initiated by the employees.

**(only section XIX of this Policy pertaining to benefits for freshers upon joining and Transfer is applicable)*

X. Process

Based on business requirements, an employee may be put on Assignment

- The employee who is being Transferred would be informed about it in writing and a Transfer letter will be issued.
- Employee will have to raise a request with BU HR and HR Shared Services to initiate the Transfer.
- Employee must complete location clearance prior to the date of Transfer.

XI. Mode of Travel

Distance	Mode of travel across all grades
Less than 350 Kms	Road or Rail (AC II Tier)
More than or equal to 350 Kms	Air travel (Economy Class)

Travel reimbursement is applicable only for the employee and family. For the avoidance of doubt, family is defined as spouse and dependent children. All travel booking should be done via Capgemini's online travel portal. Any direct purchase of air travel tickets will not be reimbursed. The exception will be for new joiners (laterals only) who can book their own tickets and claim reimbursement.

XII. Time-Off

Employees are eligible to avail leave as per the below table. These leaves have to be availed 1 week prior or post actual date of Transfer. This is not applicable for lateral hires at the time of joining. Transfer leave cannot be carried forward or encashed.

Family Status	Leave days
Single	2 Working days
Married	2 working days
Married with Child/Children	5 working days

XIII. Settling Allowance (Only for Transfers)

Settling Allowance is applicable for employees who are not on Probation period.

- Employees are eligible for settling allowance of one month's base pay*.
- This will be paid through payroll and subject to tax deduction as applicable.
- This allowance is subject to employee reporting to BU HR at the New Location on the date of Transfer as mentioned in Transfer letter.
- BU HR at the New Location must confirm reporting/ Transfer date of the employee at the New Location and such input must be provided to Compensation team before 10th of every month.

**(base pay includes the following components - Basic, HRA, Personal Allowance Conveyance, OAAR as applicable to the employee)*

XIV. Accommodation

In case the employee cannot make immediate arrangements for his/ her stay at the New Location, accommodation will be provided in the Capgemini guest house/ listed hotel at the New Location. Expenses will be reimbursed to employee at actuals incurred by them subject to their eligible limits as set out in the India Travel and Expenses policy.

- For a single person accommodation will be provided for initial 7 days.
- For a married person if the employee is accompanied along with his/her family, accommodation will be provided for 10 days.
- Freshers will be provided guest house accommodation as per guidelines defined in section XIX of this policy.
- Accommodation is not part of settling allowance outlined in section XIII of the policy.

Overstay at guest house/hotel will not be reimbursed and cost will have to be borne by the employee.

XV. Food Expense

Food expenses will be reimbursed as per limits mentioned below on production of bills subject to number of days of accommodation provided.

Family Status	Amount in INR Per Day
Single	500
Married	750

XVI. Relocation/Transfer Allowance

This is applicable to new hires (laterals) joining Capgemini from a different location and Transfer cases. All claims need to be made within 60 days of actual Transfer/ Relocation.

Maximum Relocation allowance eligibility is based on employee grade and family status as per below.

Global Grades	Single	With Family
Grade A & B	30,000	40,000
Grade C & D	50,000	60,000
Grade E & above	75,000	100,000

Above amount is in INR for one time reimbursement subject to production of bills.

The following expenses can be claimed under Relocation allowance subject to the above cap.

i. Movement of Household Goods

- Reasonable expenses incurred for packing, and transportation of household goods/articles by road / rail / container service (including transit insurance) will be reimbursed at actuals, on production of receipts and proper documentary support, subject to max cap limits mentioned in the above table.
- In case of employees who have to Relocate, packaging & transportation charges shall be reimbursed only after the employee joins Capgemini.

ii. Movement of Vehicle

- The cost of moving the vehicle from one location to another, registration and obtaining the No Objection Certificate and other administration related charges will be reimbursed at actuals on submission of receipts and proper documentary support, subject to max cap limits mentioned in the above table.
- Vehicle movement related claim is restricted to one vehicle only.

iii. Lease Breakage

This is applicable only if Capgemini provides a notice of less than one month to the employee for Relocation / Transfer due to which the employee incurs loss of monthly rental due to breaking of lease.

- It can be claimed at actuals, subject to max cap limits mentioned in the above table on production of below documents/receipts.
- Lease agreement copy with the exit clause.
- Receipt from landlord stating deduction of lease breakage amount.

iv. Brokerage for House

Capgemini will reimburse brokerage for the house taken on rent at the New Location at actuals subject to max cap limits mentioned in the above table. The following documentation will be required:

- Invoice and payment receipt from the broker.
- Original lease agreement copy signed by the employee and the landlord or photocopy of the cheque written by them favoring the broker.
- Bank statement showing the same cheque having been en-cashed.

v. Non-Refundable School Admission fees

School admission fees will be reimbursed for up to maximum of 2 children, on production of receipts. Tuition fees are not covered.

XVII. Recovery of Relocation Expenses

In case the employee resigns within a period of one year from the date of Relocation/ Transfer, the entire amount of Relocation/ Transfer allowances (including movement of household goods, vehicle, lease breakage, brokerage & non-refundable school donation) that was reimbursed to the employee will be recovered as a part of the full and final settlement.

XVIII. Employee Initiated Transfer

For an employee seeking transfer for reasons other than business requirements, the following will be taken into consideration:

- Availability of the position at the desired location.
- Assignment to suit individual skills.
- In case of an employee initiated transfer, Capgemini will bear only the cost of travel at the time of transfer, at actuals as per India Travel and Expense Policy. The cost will be borne only for the employee and not the family (spouse and dependent children). None of the other benefits as per this policy will be payable in case of an employee requested transfer.
- No relocation allowance will be paid to employee initiated transfers.

XIX. Benefits for Freshers upon Joining & Posting/Transfer

i. Upon Joining

Freshers upon joining (for training) will be provided guest house accommodation subject to:

- Availability of guest house (this is on first come first serve basis) and confirmation by ICRES.
- House Rent Allowance component will be recovered from employee's salary for duration of accommodation provided during training.
- Employee's location of residence is different from location of training.

ii. Posting/Transfer

Upon successful completion of training and till completion of 1 year in Capgemini, such freshers joined us in grade A3/A4/A5 and B1 will be eligible for a settlement allowance (SA) of INR 5,000 if the employee is posted to a different city than where he or she is currently located or on-boarded subject to it not being a home city.

The same is explained with examples below

Home City	Current Work Location	Location of posting	Settlement Allowance eligibility
Mumbai	Bangalore	Mumbai	No
Mumbai	Bangalore	Hyderabad	Yes
Mumbai	Bangalore	Bangalore	No

Mode of travel will be as defined in the India Travel and Expense Policy and travel is allowed only from current working location to the location of posting. Allowance for transportation of goods will not be applicable. Guest house facility will not be provided in such an event.

XX. Management Rights

Capgemini reserves the right to amend this policy from time to time, without prior notice.