

Outbound Team Bonding Disclaimer and Acknowledgement Form

It is important to note that events of this nature are meant for recreational purposes only and the participants are bound by the same Code of Conduct, as may be applicable in the Company premises.

I hereby state as follows:

1. I have read the terms and conditions of the Team Bonding Policy.
2. I will follow all the safety instructions as below and will abide by all the rules and regulations of the organization applicable to me from time to time.
3. I agree to abide by the following Guidelines:

Safety Guidelines

- a) I will make sure that I will use appropriate safety gear (for 2-wheeler/ 4-wheeler) as applicable and comply with the traffic rules.
- b) I am aware that drinking and driving is a punishable offence.
- c) In case of an emergency, I will ensure that I have ready access to a phone during the event and have the emergency numbers saved in advance.
- d) I will carry first aid boxes, common medicines etc. depending on the nature of the outing.
- e) Co-operate and provide all reasonable assistance, whenever required to do so.

Environmental Guidelines:

- a) In case of an outing at a place near rivers/waterbodies, I will avoid venturing into the water without necessary.
- b) In case of a wildlife outing I will respect animals in natural habitat and keep a safe distance from them.
- c) While on a outbound team bonding, I will respect nature and will avoid polluting or littering the environment.
- d) I will maintain safe distance to avoid any injury caused by fire or other inflammable substances.
4. I acknowledge that I have voluntarily opted to participate in the outbound team bonding. I also agree and acknowledge that in case of any accident or injury, I will be solely responsible for the same and shall not hold Cybage responsible for any unforeseen incident / injury/ loss/ damage or any untoward incident.
5. I am aware that I may be disqualified from the Event and any future events of the Organization if I fail to comply with the rules and guidelines of the Event.
6. I declare that I am adequately insured against the risk of loss incurred by me or my surviving relatives as a result of death, injury or sickness caused by my participation in the outbound team bonding.
7. I declare that I am medically, mentally and physically fit and able to participate in the event. I will immediately notify the Organization in writing of any change to my medical condition, fitness or ability to participate in the Event.
8. I acknowledge that Cybage will not be liable for any failure or delay to conduct/organize a outbound team bonding for any reason that Cybage may consider fit and I agree that I shall have no claim or objection with respect to that.
9. I acknowledge and consent to photographs, electronic images and videos being taken of me during the Event. I further consent and agree that Cybage may use the photographs for promotional or other purposes without my further consent being necessary.
10. I confirm that all the information provided by me in the Outbound Team Bonding form and declaration/confirmations provided hereinabove are true and correct to the best of my knowledge and understanding.
11. I hereby agree to indemnify Cybage and Cybage Management from any claims or liabilities arising on my account in connection with this Outbound Team Bonding.

Employee's name:

Ruturaj Kharsale

Employee's signature:

[Signature]

Employee code:

24879

Today's date: (dd-mmm-yy)

06-03-24