

Terms and Conditions

The key service conditions applicable to your employment are given below. The Company reserves the right to revise these terms and conditions at any time.

1. **Place of Posting and Assignment:**

Your place of posting will currently be **GURGAON**. However, you are liable to be temporarily assigned or permanently transferred from one place to another, one job to another, one unit to another, wherever located in the country or abroad, at any point of time as the exigencies of work demand. You can also be deputed to work in and/or for any client or affiliate company.

2. **Whole Time Service:**

Your employment with the Company is full time and while so employed, you must under no circumstances engage yourself directly or through any agency in any work, business, profession or employment, either honorary or otherwise without obtaining written prior permission from the Management. Any breach of this condition may result in your immediate termination from the services of the Company.

3. **Inventions and Discoveries:**

The rights created or accrued out of any and all discoveries, inventions, copyrights, patents, etc., which you may make or obtain during the period of your employment with Nagarro shall exclusively vest with the Company and may be re-assigned by it as it deems fit. This does not apply to creative non-commercial products that are wholly unconnected with the business of the Company.

4. **Termination on Misconduct or Breach of any Service Condition:**

If you are found guilty of any misconduct or should you commit any breach of the service conditions or get involved in an act which in the opinion of the Company is prejudicial to the interest of the Company, the Company may without any notice terminate your services.

5. **Termination by Notice:**

Without prejudice to clause 4 above, your services can be terminated at any time by giving two calendar months' notice or two months' salary in lieu of notice.

In case you desire to leave the services of the Company, you will have to give us two calendar months' notice. In case you do not give this two calendar months' notice, the Company will have the authority to recover up to two months' salary from your full and final dues (inclusive of performance linked bonus, if any) depending upon the impact of your resignation on the work assigned to you.

I have read and understood the above terms and conditions and I agree to abide the same.

Signature

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6. **Company’s decision on Termination to be Final and Binding:**
The Company’s decisions regarding termination under clauses 4 & 5 shall be final and binding.
7. **Retirement:**
The Company’s retirement age is 60.
8. **General Policies and Procedures:**
A copy of the General Policies and Procedures of the Company will be given to you on the date of joining. You will be required to adhere to these, as well as to any other service conditions governing your unit and location that may be in force currently and/or which may be issued from time to time by the Management with respect to hours of work, weekly offs, paid holidays etc.
9. **Reference/Background Checks:**
Your employment by the Company is conditional upon and subject to completion of an Employment Application, the completion of a reference/background check, and approval thereof by the Company, in its sole discretion.
10. **Confidentiality of this Offer:**
The package offered to you is highly confidential and must not be revealed between now and the joining date or while in employment or thereafter to any individual/agency/organization, by word of mouth or otherwise.
11. **Jurisdiction:**
Any dispute arising out of the employment or terms of service shall be subject to the jurisdiction of the competent courts in Delhi.
12. **Final Agreement:**
This written offer supersedes all verbal or written agreements between you and the Company.

For Nagarro Software Pvt. Ltd.

Authorised Signatory

I have read and understood the above terms and conditions and I agree to abide the same.

Name

Signature

Date