

**Empl Code :** C226231  
**Empl Name :** Askan Mulla

**Date :** 04-Jul-2024

**Sub - Gardening Leave**

Dear Askan,

We acknowledge the receipt of your resignation letter dated **03-Jul-2024**. In response to your resignation, we would like to confirm that your request has been accepted, and we are placing you on gardening leave. This arrangement will be effective from **03-Jul-2024**, with your last working date with the organization scheduled for **02-Aug-2024**.

During your gardening leave, please take note of the following terms and conditions, which are in line with the provisions outlined in your initial appointment letter:

1. **Compensation:** You will continue to receive your regular salary during the gardening leave period, subject to deductions for any outstanding recoverable loans or amounts owed to the company. These deductions will be made appropriately.
2. **Office Attendance:** While on gardening leave, you will not be required to report to the office on a daily basis. However, the company reserves the right to request your presence at the office if deemed necessary. It is expected that you honor the notice period as defined in the company's policy.
3. **Access Restrictions:** Access to your official email account, laptop, and company-issued handset will be restricted during this period and needs to be handed over to the HR team.
4. **Employment Restrictions:** You are not permitted to take on new assignments or join any other company without our prior written consent.
5. **Settlement:** Your full and final settlement, encompassing any outstanding dues or benefits, will be processed upon the conclusion of the gardening leave period.
6. **Code of Conduct:** You are still bound by the 5Paisa Capital Limited code of conduct, including the 'no poaching' clause. Any violations of these terms may result in appropriate disciplinary actions, up to and including termination of employment and withholding of your Full & Final settlement.
7. **Client and Confidential Information:** You are prohibited from transferring or sharing client leads or confidential information related to the company for six months from your last working date.
8. **Client and Employee Solicitation:** Post completion of your notice period, you must refrain from contacting or soliciting existing clients, encouraging them to join a competitor for six months from your last working date. Similarly, you are not allowed to contact or influence current employees to leave the company and join a competitor for the same duration.

9. **Confidential Information:** Sharing critical information, company strategies, or financial figures with outside parties is strictly prohibited.
10. **Travel Restrictions:** You are not allowed to travel domestically or internationally without prior written consent from the company.

Any violation of the above-mentioned terms will result in termination of services with immediate effect, and legal action will also be advised.

We would like to express our appreciation for the contributions you have made, your loyalty to the company, and the professional relationship we have enjoyed during your tenure here. We wish you all the best in your future endeavors.

Sincerely,

For 5Paisa Capital Limited



Vikrant Birajdar  
CHRO

Signature  
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Empl Name : Askan Mulla