WAIVER OF NEGLIGENCE AND COMPLETE RELEASE OF LIABILITY

ThoughtWorks Technologies (India) Private Limited will provide opportunities to participate in activities outside of normal work duties. I wish to participate in any voluntary activities, including, but not limited to, massage sessions, yoga classes, group recreational activities, etc. (the “Activities”). I understand that by participating in such Activities, I may be engaging in circumstances where many hazards exist and I am aware of and appreciate the risks which may result. I am also aware that accidents occur during recreational activities and that I may be seriously injured or killed as a result. I am voluntarily participating in these activities and making use of these facilities with knowledge of the dangers involved and I agree to accept any and all risks of injury or death.

In consideration for being permitted to participate in the Activities, I agree to assume all risks and to release and hold harmless ThoughtWorks, and all its respective officers, directors, agents, employees, and shareholders, who, through negligence, carelessness or any other cause, might otherwise be liable to me.

I intend by this Waiver and Release to release, in advance, and to waive my rights and discharge all of the persons and entities mentioned above, from any and all claims for damages, death, personal injury or property damage which I may undergo, or which may hereafter accrue to me, as a result of my participation in the Activities, even though that liability may arise from negligence or carelessness on the part of the persons or entities being released, from dangerous or defective property or equipment owned, maintained or controlled by them, or because of their possible liability without fault. I understand and agree that this Waiver and Release is binding on my heirs, assigns and legal representatives.

I have carefully read this Waiver and Release and fully understand its contents. I am aware that this is a RELEASE OF LIABILITY and a contract between me and the persons and entities mentioned above and all of their respective officers, directors, employees, agents and representatives, and I sign it of my own free will.

**THIS IS AN IMPORTANT LEGAL DOCUMENT, READ IT CAREFULLY BEFORE SIGNING BELOW.**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: dd/mm/yyyy *(Date of Joining)*

Signature

Name: *\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Employee Name)*