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## **EMPLOYMENT AGREEMENT**

**20<sup>th</sup> July 2025**

**Name: UDUWELAGE DON PASINDU DHANUSHKA UDUWELA NIC: 962301231V**

### **POST**

Your post would be designated as **Fullstack Software Engineer**

### **1. COMMENCEMENT OF EMPLOYMENT**

You are required to assume duties with effect from 21.07.2025. On assumption of duties, you should take over any machinery, equipment, tools, and other items necessary for the performance of your duties as ascertained by the Management from your immediate superior. Similarly, when you leave the service of the Company you should hand over all such articles in your charge to your successor. Your employment would be covered under the **Shop and Office Employees Act**.

### **2. PROBATION PERIOD**

You will be placed on three months probation period. If your services are found satisfactory, you will be confirmed in writing. If found necessary, Management reserves the right to extend the period of your probation or may be dispensed with earlier, either during the intended or extended period of probation. Confirmation of your employment shall be in writing and at the sole discretion of the Management. Your conduct, punctuality, responsibility, and dependability in discharging your duties and other relevant factors will be considered in confirming you in service. Unless confirmed in writing, you will be deemed as a probationary after the expiry of the initial or the extended period.

### **3. COMMITMENT OF EMPLOYMENT**

Once you become a permanent employee after satisfactory of your performance, you are **committed to staying at the company for a minimum period of three years** unless there are unforeseen circumstances, the procedure to be followed in order to leave the company is mentioned on the 14. NOTICE OF LEAVING clause.

#### 4. REMUNERATION

Your monthly remuneration package will be structured as follows.

Salary will be calculated from the joining date.

Basic	LKR 28,000
Attendance Allowance	LKR 60,000
Performance Incentive	LKR 60,000
Internet Allowance	LKR 2,000
<b>TOTAL SALARY</b>	<b>LKR 150,000</b>

Your salary is determined taking into account that as a **Fullstack Software Engineer**, you may be called upon to work long hours and give your unstinted assistance at all times as required. Payment of salary will usually be on or before 05<sup>th</sup> of the following month.

#### 5. JOB SPECIFICATION

As the Fullstack Software Engineer you will be responsible as follows:

- Designing and developing scalable web/mobile applications using modern frontend and backend technologies.
- Writing clean, maintainable, and efficient code with strong attention to detail.
- Collaborating with UI/UX designers to translate designs into high-quality functional interfaces.
- Working across the full stack — from responsive frontends (React/Vue/Angular) to robust backend APIs (Node.js, Python, etc.).
- Ensuring cross-platform optimization and responsiveness of applications.
- Staying updated with the latest technologies, frameworks, and best practices in software development.
- Demonstrating strong problem-solving skills and the ability to learn new technologies quickly.
- Managing time effectively to meet deadlines in a fast-paced, agile development environment.
- Participating in code reviews and contributing to continuous improvement of development processes.
- Maintaining a high standard of software quality through automated testing and documentation.
- Working closely with product managers and cross-functional teams to define, design, and ship new features.

#### 6. PLACE OF WORK/TRANSFERABILITY

Your place of posting will be Remote or Company office, located at 1/2, 25, Lauries Road, Colombo 04, Sri Lanka at the sole discretion of the Management . But you are liable to be transferred to another place either in existence or which may come into existence hereinafter either

at the place of posting or at any place where the management may establish, open a branch, or establish any affiliated business. Upon such transfer, the rules and regulations of services applicable to such posts at the place of transfer shall become applicable.

## **7. SUPERVISION**

You shall report to your Supervisor and may be assigned to work under the supervision of such officers declared upon by the management from time to time.

## **8. RESPONSIBILITIES**

In the discharge of your functions and duties and all the connected services as the **Fullstack Software Engineer** of the organization, you will be responsible and answerable to the Directors or Officer-In-Charge and will be required to act with due diligence.

## **9. LEAVE**

All leave shall be taken prior to application and approval. Leave will be approved based on the requirements of the Organization. If an employee with the prior approval of the Management absents himself for the period above, his leave entitlement shall be treated as absence without pay.

## **10. HOLIDAYS**

### **10.1 Weekly Holidays**

Saturday & Sunday.

### **10.2 Mercantile Holidays**

You will only be entitled to the Sri Lanka Statutory Mercantile Holidays.

### **10.3 Additional Holidays**

The Board of Directors may declare additional holidays as deemed fit.

Where the situation arises for an emergency need and to address the client's requirement immediately you shall report to work to fulfill the specific requirements even if it is covered under the above Holidays. When such a situation arises you will be communicated by the company.

## **11. TERMINATION**

During the Probation period, the employer may terminate this employment without assigning any reason for such termination. After the confirmation of your employment, your appointment can be terminated by the employer by giving one month's notice. However, the Management reserves the

right to terminate your employment without notice or payment on grounds of fraud misconduct, negligence, inefficiency or breach of any express or implied terms of your employment. When such a situation arises you shall be liable to pay an amount decided by the company due to the damages caused by you to the company. And if you fail to pay the damages decided by the Company the matter will be referred to court.

## **12. NOTICE OF LEAVING**

If you wish to leave our services you are required to provide at least **three-month** prior written notice during the probation period or after the confirmation of the employment or payment of four months' salary in lieu of notice.

However, acceptance of your Notice of Leave or Payment in lieu of notice will be at the sole discretion of the management.

## **13. MEDICAL EXAMINATION**

The continuation of your service will be subject to you being found and remaining physically and mentally fit. During the tenure of your service, you may be required to appear for a medical checkup either at the instance of the Management or by the authorities.

## **14. INCREMENTS**

Your yearly increments shall be based on the performance of duty, if found satisfactory during the past year of service in terms of efficiency, regular attendance, punctuality, and discipline and the same may be withheld if the performance is found not satisfactory or maybe accelerated in case of exceptionally good performance.

## **15. CONDUCT**

It will be necessary for you to give full-time attention to the business and affairs of the company. You are forbidden from having dealings with any customers, suppliers, patrons, business associates, and such other persons dealing with the company on account of any personal gain or otherwise without the written approval of your Superior. An undisclosed relationship with any person associated with the Company which may be detrimental to the interest of the Company would result in the immediate termination of your service. In such case, you shall be responsible to pay the damages caused by you due to your acts aforesaid to the company, its stakeholders, clients, directors, partners, clients, potential clients, and 3<sup>rd</sup> parties affected by you and if you fail to pay the damages decided by the affected parties the matter will be referred to court.

## **16. CONFIDENTIALITY**

You shall not at all times divulge anyone information of the Organization or of its associates or of their clients. You are expected to maintain the dignity and good name of the Organization and its associates when dealing with others. None of the reports, documents, data and information etc. shall

be taken out of the Organization or divulged to others without the prior approval of the Management. All workings carried out and processed and systems developed by you become the property of the Organization.

## **17. EXCLUSIVITY & COMPETITION**

During the term of employment, you may have access to certain confidential information and may develop certain proprietary information or inventions that will be the property of the Company. You agree not to disclose any such information that has been learned, created, or discussed future plans with anyone except for those within the company and their qualified representatives, agents, and any authorized personnel. This shall be in effect during the employment and also after the termination of the Company's employment. ("Non-Compete Period").

You shall serve the Organization and its associates exclusively, faithfully, and diligently and shall obey, observe and perform all lawful directions whether written or oral that may be given to you from time to time on behalf of the Management. You shall not either directly or indirectly engage or be concerned in any other full-time or part-time employment or receive fees or pay from others for services rendered without the prior written consent of the Management. You shall not receive or accept whether directly or indirectly except with the written consent of the Management, any profit or commission, or any other gain arising out of or from any business enterprise undertaking or any contract in relation to the Organization.

You shall not during or after the termination of this employment directly or indirectly divert, entice out of, or from any business customs or trade belonging to the company. You shall not engage in competition with the Organization or its associates by providing them with information, plans, methodologies, etc. of the Organization or its associates or assisting them in any way which may place the Organization or its associates in a disadvantageous position.

In the event you are found guilty of the said charges or activities mentioned aforesaid during the employment you shall be terminated immediately without any notice and you shall be responsible to pay the damages caused by you due to your acts aforesaid to the company, its stakeholders, directors, partners, clients, potential clients and 3<sup>rd</sup> parties affected by you and if you fail to pay the damages decided by the affected parties the matter will be referred to court.

## **18. OFFICE RULES**

You are expected to abide by the Office Rules and Regulations which shall be made available to you from time to time in written or oral form. The Management reserves the right to vary and or expand them at any time.

## **19. MODE OF COMMUNICATION**

For any service of notice or communication of whatever kind, you will be informed either by ordinary post to the address given by you at the time of your commencement of employment or such other address which you may hereinafter intimate to the Management or by e-mail.

## **20. SUSPENSION**

In the event you are charged with any act of misconduct, you may be suspended from service pending an inquiry. If you are guilty of the misconduct you will not be entitled to any wages for the period of suspension. In the event you are found not guilty of the said charges, you will be paid wages for the period of suspension and shall be treated as if you were in service during the said period. You shall not either directly or indirectly engage or be concerned in any other full- time or part-time employment with anyone or receive fees or pay from others for services rendered by way of freelancing or any other form during the suspension period. If found any such activities in the suspension period you shall pay the damages decided by the management of the company if you fail to pay the damages the matter will be referred to court.

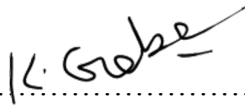
## **21. ABANDONMENT AND AUTOMATIC TERMINATION**

Absence from work for a period of 5 days (inclusive of absence through overstaying any approved leave and leave applied for but not granted) shall be considered as an abandonment of your position and service and your employment will automatically come to an end without any notice or intimation. When such situation arises you shall pay the damages decided by the management of the company due to the damages caused by you and if you fail to pay the damages the matter will be referred to court.

[Signature Page Follows]

If you are prepared to accept employment on the aforementioned terms and conditions, please return the attached copy of this letter duly signed to the undersigned.

**For and on behalf of the Management**

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**KULENDRAN GOBINTHIRAN**

**Director**

**(HUEX PVT LTD)**

**DECLARATION**

I have read and understood the above terms and conditions of my employment and do hereby undertake to abide by the same.

.....  
  
Signature of Employee

.....2025/08/05.....  
Date

This appointment agreement dated **20th July 2025** consisting of seven pages is issued to **UDUWELAGE DON PASINDU DHANUSHKA UDUWELA NIC: 962301231V**. The bearer is required to sign the duplicate of this letter and hand over the same to the above-signed within seven days of its issue.