

Appointment Letter**Date: 28th April 2023****Ms/Mr Navin Maurya,
Employee Code: 27265****Dear Navin Maurya,**

We at SISL Infotech Private Limited are pleased to offer you the position of **Software Developer**. We are happy to inform you of your selection for this position and are issuing this letter on our standard terms of employment.

Profile: You will be assigned the role and designation of **Software Developer** shall be initially posted **Hindware Home Innovation Limited**.

Date of Joining: Your joining date shall be **01st March 2023**.

Emoluments & Perquisites:

Remuneration: Your all-inclusive Cost to Company Shall be **Rs. 549,996/ per annum**. (This is inclusive of company Contribution towards ESIC, PF, Gratuity and other statutory requirements as may be applicable from time to time).

1. Your appointment is effective from the date of joining as mentioned above. You shall be on probationary period of three months. Depending on the outcome of performance evaluation, the Company may, as its sole discretion, extend the probationary period for a further period, in writing.
2. During the probationary period (including any extension), either party may terminate this appointment by giving seven days' notice. On successful completion of the probation your employment with the company will stand confirmed **& after completion your probation period, you will be required to serve 60 days' notice period**.
3. Your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application for employment made to SISL Infotech. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically cancelled and your services will be terminated.
4. The terms of this offer are strictly confidential between you and the company and any breach of this confidence will be viewed with utmost seriousness.
5. Your employment will be governed by the rules, regulations and the policies of the company. The terms of the offer letter shall remain confidential and are not to be disclosed to any third party.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in course of your service or otherwise.

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What we expect from you

- a) We hope that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on full time or part time basis.
- b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us. We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the company.

Confidential information

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in course of your service or otherwise.

Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Working Hours/Leave

Timing will be discussed by the respective department in which you're going to work, leaves should be taken as per client guidelines.

Past record

If any declaration given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.

Transfer

You will be liable to be transferred to any other department, establishment or branch of the Company/Department. In such case, you will be governed by the terms and conditions of service applicable to the new placement.

Termination:

We hope your association with us will be a very long one. However, either party may terminate this association by giving one month's notice. During probationary period, the notice period would be Seven days. However, in the event of willful neglect of your duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

(2)

After Termination

On termination of employment, you will immediately return to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs, source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items. Again, we are delighted that you have considered joining SISL Infotech and look forward to a long and mutually beneficial association between you and SISL. We trust our relationship will be guided by a quest of excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome onboard! Kindly return a copy of this letter duly counter signed by you in acceptance of the terms and conditions set out therein

NON-DISCLOSURE AGREEMENT

This Agreement is entered into between SISL InfoTech (P) Ltd. hereafter known as the "Company" and at posted **Hindware Home Innovation Limited**, hereinafter referred to as "Employee". This agreement is effective from the Date the employee joins the organization i.e. **01st March 2023**.

Employee recognizes that Employee is being hired in a position of trust and confidence and that SISL InfoTech (P) Ltd. needs to protect confidential information relating to Company business. Employee agrees and understands that a change of Employee's duties or job assignment shall not result in or be deemed to be, a modification of this agreement. Based on these facts, Employees and Company agree as follows –

- **Employee treatment of Confidential information:**

Employee shall never directly or indirectly disclose transfer or use any confidential information without prior written consent of SISL InfoTech (P) Ltd.

Confidential & Trade Secret information

- a. Employee understands and agrees that he or she will acquire and have access to confidential knowledge and other proprietary information regarding various aspects of **SISL InfoTech** (Employer) and Employer's Client's business, including without limitation, technical information, whether or not generated by Employer, or customers or prospective customers of Employer, and financial, marketing, business or other confidential information regarding Employer's customers or prospective customers, referral sources, suppliers, methods, procedures, or strategies, relating to the business of Employer (the "Confidential and Trade Secret Information").
- b. Employee recognizes and acknowledges that the Confidential and Trade Secret Information is a valuable and unique asset of Employer, and Employee agrees for the period of employment to use the Confidential and Trade Secret Information solely for the benefit of Employer, and following the employment to maintain the confidentiality of the Confidential and Trade Secret Information and not to disclose it, in whole or in part, to any person, firm, corporation or other entity for any reason whatever.

- c. Employee further understands that the Confidential and Trade Secret Information is and shall remain the property of Employer and shall not be removed from the offices of Employer unless authorized by Employer. All such information shall be returned in the event of the termination of Employee's employment.
- d. *As per Employee's State Insurance Corporation (ESIC) 1948 Scheme Employee will be undergoing ESIC salary deduction effective from 1st Jan 2017.*

For SISL Infotech (P) Ltd.



Sonu Sharma (Authorized Signatory)

AM-Operations

CC: HR File Acceptance Signature/ Date: _____