



3. You will not be eligible to any Bonus, as you are not an "employee" within the meaning of The Payment of Bonus Act, 1965. However, the Company may consider payment of ex-gratia amount in lieu of bonus as may be decided from time to time. In the event of The Payment of Bonus Act being amended and your coming within the purview of the Act, the amount paid to you as ex-gratia for any particular year is liable to be adjusted towards the amount that may become payable to you for that year under the amended provisions of The Payment of Bonus Act or any other law and you will be entitled only to the balance amount, if any, after such adjustment.
4. The notice period for termination of service on either side will be 90 days after confirmation.
5. When payment in lieu of notice is offered by either side, the notice pay shall mean the Consolidated Salary only and does not include cash equivalent of any allowances, bonus etc.
6. In the event you wish to resign from the services of the Company, any request for early relieving would be at the Company's discretion and is further subject, inter alia, to fulfillment of business requirements, proper knowledge transfer and completion of handing over activities.
7. You will retire from the services of the Company on the last working day of the month in which you attain the age of 60 years.
8. You will be governed by the "Rules and Regulations of Service and Conduct for Managerial and Superintending Staff" details of which can be found in the enclosed booklet. Please signify your acceptance by returning the "tear-off sheet" provided in the booklet, with your signature.
9. The Company may from time to time, modify any remuneration, benefit, facility or perquisite that may have been extended to you. You will be subjected to the Company's rules and regulations currently in force and any future amendments, if any.
10. The Company reserves the right to send you on deputation, lend or transfer your service of the employee not only within the Company or any place in India but also to the employment of any of its Subsidiary or Associate Companies. Further, whenever business demands, you will work closely with our customers and vendors. For this purpose, you shall be physically available at short notice at either customer or vendor locations, as the case may be, for appropriate duration, as per business exigencies.

*Sandeep Chowdhury*  
03/05/2023