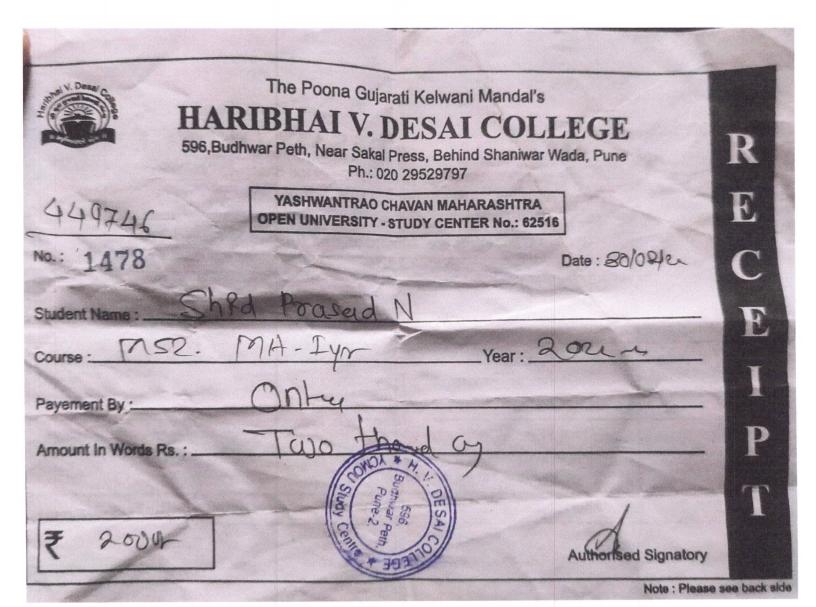


Yashwantrao Chavan Maharashtra Open University Dnyangangotri Near Gangapur Dam, Nashik, Pin Code-422222, Maharashtra(India)

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June 1, 2022

Mr. Siddhesh Arun Veldurkar Employee Code: HI913013, Mumbai,

Appointment Letter - Addendum

Dear Mr. Siddhesh,

With reference to your employment with us, the terms and conditions of your employment have been amended without any change to your date of joining, current designation and compensation. Any changes in designation or compensation will be informed in writing to you. Please read the below clauses and return a duplicate copy of this letter for record purposes.

1. Appointment & Date of Joining:

Your employment with the Company takes effect from January 06, 2022.

2. Location and Reporting:

Your work location will be based at Mumbai and you will report to head of the department or person nominated by the management, from time to time.

3. Pay And Benefits:

- a) Your total compensation and other allowances, reimbursements of expenses and other retirement benefits are set out in Darwinbox.
- b) Your entitlement to total rewards will be subject to review, modification, alteration, withdrawal of certain components, at any time without any prior intimation or changes in the Company policy, procedure or guidelines that will be issued from time to time. All perquisites and benefits including reimbursements are subject to income tax provisions, which may be applicable to you including taxation and computation of perquisite value. The Company will not bear the burden of any additional taxes imposed on you by the government or maybe so levied upon you by virtue of subsequent transfer.
- c) In the event of the Company requiring to pay any allowance or benefit as per the statutory or legal requirements, or as per any change in the governing law, then the Company reserves the right to adjust and set off the same amount against the existing benefits or allowance payable to you as part of your gross remuneration.
- The Company reserve it's right to decide for undertaking the Annual Salary Revision Process and determining percentage of salary increment as per the management's discretion. You are eligible to receive Performance Linked Pay or incentives only after completion of one month of service with HiCare. It will be paid on pro-rata basis based on your joining date during the financial year

vices Pvt. Ltd. 301, 3rd Floor, L.D. Building, Mehra Industrial Estate, L.B.S. Marg, Vikhroli (W), Mur | Email : info@hicare.in | Website : www.hicare.in 14tandangad, Dist. Ratnagiri. 4152 Tel.: +91 22 6140 7000 | Fax:

Mandangad, Dist. Ratnaciri.415203

FIXED TERM EMPLOYMENT CONTRACT

Date: 24-05-2022

To,

Mr. Tauseef Karamat Khopatkar

Wadala

Mo. No:7083306546

Sub: Appointment for the post of Project Engineer on CONTRACT BASIS

Dear Mr. Tauseef,

With reference to above subject, we are pleased to inform you that you are hereby appointed as 'Project Engineer' on contract based on the following terms and conditions:

- 1. This fixed term contract will commence from 01-06-2022 to 31-05-2024.
- 2. This appointment is on contractual basis for the period as mentioned above for the services to be rendered by you.
- 3. Bonus, Leave & working hours policy shall be applicable as per Act.
- 4. Being Punctual, Work Discipline, Regular Attendance & Good Performance are the key attributes of an efficient employees and this will be reviewed Monthly / Quarterly / Periodically by the reporting Manager / HR.
- 5. The nature of work to be performed / job responsibilities / work envisaged as per Annexure-I to this letter.
- 6. You will be paid gross salary package of Rs. 22,867/- (Rupees Twenty-Two Thousand Eight Hundred Sixty-Seven Only) per month which includes company contribution of PF/ESIC etc. Your gross CTC of Rs. 289,404/- pa refer Annexure II herewith attached for details. All the statutory requirements like PF/ESIC/PT & other deduction like group health insurance etc. and will be deducted from the gross salary package amount as applicable under relevant laws. Your salary would be proportionate to the actual days attended by you. Credit would be given for weekly off and public holidays. There is no additional consideration payable other than mentioned in (Annexure-II).

7. The place for fulfilment of contract is Company premises at Mumbai. However, you may be deputed/transferred to any of the Offices / Divisions / Branches / Departments / Associated Units of the Company existing or to be set up at any other location, at the sole discretion of the management with prior intimation to you.

Employee Initial:

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- 8. This fixed term contract should not be considered as Letter of Employment OR Letter of Appointment.
- 9. Your services are to be offered on a contractual basis for the specific period as stipulated above. Your services will stand automatically terminated at the end of the period without any further notice without assigning any reasons thereof and without payment of any Retrenchment compensation. You will have no lien on the post held by you nor will you have any right to claim Regular employment with the Company on such termination unless renewed and/or extended in written communication from the Company.

Any work carried out post expiry of contract will not constitute automatic renewal /deemed extension.

- 10. You are to ensure good conduct and discipline inside the Company premises during the period of this contract. Your attendance, performance and conduct shall be monitored and unsatisfactory performance / default conduct shall be dealt with as per the Company's prerelevant Rules.
- 11. Company reserves its right to terminate your services earlier or at any time during the period of your employment by giving one month's notice or pay in lieu thereof without assigning any reason thereof or without any compensation for the balance period of fixed term contract.

 You will also be entitled to terminate this contract by giving one month's notice or pay in lieu thereof to the company if you desire not to continue any further.

 Your intent to withdraw the contract should be in writing and addressed to the Company.
- 12. You will devote your whole time and attention to the Company's work/assignment and you will not engage yourself in any other work either paid or otherwise for any reason whatsoever it may be.
- 13. You will maintain confidentiality of any information and will not divulge or give out in any manner which may come to your knowledge (any information which you will procure / receive verbally or in written) during your services with the Company.
- 14. Your contractual service is made on the basis of the information furnished by you in regard to your age, qualifications, previous experience etc. and if it comes to the knowledge of the Company that the particulars furnished by you are false or fabricated, Company reserves its right to terminate your services forthwith without assigning any further reasons and without prejudice to such further action as may be deemed fit to misguide the Company.

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- 15. Rules and regulations framed by the Company from time to time for its employees, which will form part of your contract and you will adhere by it at all times.
- 16. It may be noted that your appointment is subject to your being continuously physically and mentally fit. In case, during the period of your employment, you become medically unfit for employment in the Company, Company reserves its right to terminate your contract immediately in writing.
- 17. All future correspondence with you will be carried on the address given by you in your application and if there is any change in the said residential address, you shall communicate the same to the Company forthwith.
- 18. Disputes, if any, arising out of the contract will be settled as per the Laws of India and the jurisdiction for settlement of any disputes arising on account of this contract shall be subject to courts of Mumbai Jurisdiction only.

This Fixed Term Employment Contract is made in 1 Original (For Company) + One Xerox Copy (For Contract Service Provider) and in conformity of all the conditions of your terms contents mentioned above

You confirm the terms mentioned in this contract and its attached annexures are acceptable to you and there is no force or coercion of any kind being put on you for the acceptance. You confirm in free state of mind the terms/ condition of this contract are in line with your needs.

You will hold harmless the Company, its officials, employees of any acts which may cause distress & indemnify the company by not resorting to any acts for whatsoever reasons ever.

You enclose your copies of last pay slip/ Previous Employment Appointment Letter/ Aadhar Copy/ PAN Card/ Bank Statements for payments received by you - duly self attested as a confirmation to the genuinity of the said documents submitted to the Company.

Employee Initial: _____

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Mandangad, Dist. Ratnagiri.415293

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Loknete Gepinathji Munde
Arts, Commerce & Science College
Mandangad, Dist. Ratnagiri.415203

Name: Mr. Tauseef Karamat Khopatkar
Signature:
For STULZ - CHSPL (INDIA) PVT LTD
Authorised Signatory
Witnessed By:
1.Name: Mr. Sanjay Rangrao Jadhav
Designation: Vice President - Product Business
5 In ID No. 440246
Employer ID No.: 10316
Signature:
2.Name: Ms. Gita Jaidev Malhotra
Designation: Manager-HR & Admin
Employee ID No.: 10651
Signature:





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ANNEXURE - I

JOB PROFILE

- Understanding of project execution process of Stulz project management.
 - o Material requisition sheet
 - o Order execution form
 - Scope of work
 - Tender specifications
 - o Contractors skill
- Attending meeting with PMC / end customer
- Understanding the project requirement
 - o Equipment Model.
 - Preparation of project drawing
 - o Getting approval from consultant project drawing
- Material approval in line with project requirement from PMC/Consultants
- Handling day to day site meeting at site
- Handling contractor's manpower at site including mathadi, lifting, shifting coordination
- Ensure installation procedure in line with Stulz quality standard.
- Completion of site measurements from site authority / end customer
- Timely submission of Invoices
- Site inspection & quality check on site activities.
- Collection of payments.
- Verification of contractor measurements at site

At time of being relieved from your work assignment you shall return in good condition all company property which is with you including any drawings / technical / commercial information etc. and you shall not carry out of the company premises or send via voice/data/internet facility any company related information mainly pertaining to products/production process/ testing facility / documentations etc in hard or soft copies etc. without written permission of the Managing Director and also be responsible and accountable for such incidences by any of your sub-ordinates.

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