

Date : 17th July, 2021

Souvick Goswami

Kolkata.

Welcome to Taurus Powertronics.

We are pleased to offer you employment with Taurus Powertronics Pvt Ltd. The terms and conditions of your employment are as follows:

Compensation:

Please refer Annexure 1

Position

Your position with the Company will be "**Engineer – Techno Sales & STITAM**" or such other position as you may be assigned by the Company in writing from time to time.

Whilst the Company employs you, you shall devote your full business time and attention to the performance of your duties as an employee of the Company.

Employment Period

Your date of commencement of employment will be from **17th July, 2021**.

Employment Terms:

You will be posted at **Kolkata** and report to the Technical Head or any other person nominated by the company. Not with standing your initial appointment in this Company, the Company may assign yourservices to any other Company of the Taurus Group. You may also be assigned such other duties as may become Taurus at the discretion of the Management in any Branch or Office of the Company and/or its subsidiaries or to any of its other Associate Companies.

All other standard and general rules, practices and policies of the Company as existing now and which may be amended from time to time will be applicable to you and you will be expected to abide by the same.

Working Hours

Your working hours are 9:00 am to 6:00 pm, Monday to Saturday or any such time as may be agreed upon from time to time. However members can sign in each day any time between 9.00 AM and 09.30 AM and leave at any time between 6 PM and 6.30 PM. It is mandatory, to put in 8 hours (excluding lunch and tea time) of work each day. Office will remain closed on the second Saturday and fourth Saturday of every month.



Confidential Information / Trade Secrets:

You are required at all times to maintain the highest order of discipline and secrecy as regards the work of the Company and/or its Subsidiaries or Associate Companies, in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect. All inventions, improvements, discoveries made by you either alone or with other persons, will become the sole property of the company.

You are required to devote your total attention and abilities exclusively for the business of the Company. You will respect, obey and conform to all the regulations from time to time framed and issued by the Company and made applicable to you. You shall not, while in the employment of the Company, be engaged in any other employment, conduct business whatsoever or hold any office of profit or accept any other emoluments without previous consent in writing of the Company. Breach of this condition could lead to immediate termination without notice.

Compliance

During the continuance of your employment you are expected to comply with the Company's policies, practices and procedures and, if required, sign any necessary documentation with respect to such policies, practices and procedures.

Termination:

During the probation period, your services are terminable by Seven days' notice on either side or salary in lieu thereof.

On confirmation of employment, either party may terminate this employment at any time by giving 2 months' notice or salary in lieu of the notice.

The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct, or even in the case of reasonable suspicion of misconduct, disloyalty, commission of any act involving moral turpitude, or any act of indiscipline or inefficiency or for loss of confidence or unsatisfactory performance.

Retirement:

As per the policy you will retire at the age of 58 yrs.

Your appointment is subject to your submitting all documents as mentioned in the Annexure to the Appointment letter.

This Agreement shall be governed by and construed in accordance with the law of India.


Your appointment is with effect from the date of joining, which should in any case be not later than 5th April 2022.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this appointment and return the same to us.

Whilst welcoming you to the Taurus Powertronics, we wish you good luck and a very bright career with us.

Best Regards,

for Taurus Powertronics Pvt Ltd.,



Nandini M S
Asst Manager HR