

01-JUL-2022

SECURE:45835:22

Sachin Badola  
Spring Field Colony  
Sec 31-32  
Faridabad, Haryana

## EMPLOYMENT CONTRACT

With reference to your application and subsequent interview with us we are pleased to appoint you in the capacity of Graduate Engineer Trainee in our organization with effect from the 01-JUL-2022. The terms and conditions of the employment are as under.

- 1 You will be on training for duration of six months. The training duration shall deem to have been extended automatically unless notified otherwise, in writing. Your induction in to the company's permanent rolls may be considered at the end of your training period depending on your performance, company's manpower requirements, your suitability etc. However the Company has no obligation to / liability for your continuation on the Company's roll beyond the training period specified herein or to induct you in the permanent rolls.
- 2 Your gross annual emoluments (Cost to the Company) will be Rs. 500004 (Rs. Five Lakh Four Only) with effect from your date of joining subject to statutory deductions. The same is liable to be revised from time to time at the Company's sole discretion. Please also note that your remuneration package is strictly confidential between you and the Company and should not be discussed with or divulged to any one in any manner whatsoever.
- 3 You shall be entitled to PF, Gratuity, Bonus and other statutory benefits, if applicable, as per provisions of the relevant statutes as and when you become entitled for the same.
- 4 While on tour on Company's work, you will be entitled to DA at the rate fixed by the Company from time to time and as applicable to you as per Company's TA / DA Rules.
- 5 During training period, the company shall be at liberty to terminate your services by giving one months notice in writing. In case you desire to leave the services of the company at any time you will have to submit to the Company one month notice in writing, which the company shall be at liberty to accept at any time prior to the culmination of the said period without any payment for the remaining notice period.
- 6 Your place of training has been fixed at SECURE METERS LIMITED, Udaipur, which may be changed to any other place/city by the Management from time to time at it own discretion.
- 7 You will not engage yourself in any other assignment or profession for direct or indirect remuneration without obtaining prior permission from the Managing Director of the Company.

  
Authorised Signatory



Sachin Badola

- 8 You will abide by all the applicable laws, rules, regulations as amended from time to time, standing orders, and other service conditions of the Company or any Associated Companies, applicable to you from time to time and will be liable to disciplinary action in accordance with the rules of the Company or any Associated Companies, or any other rules as applicable to you.
- 9 If at any time during the continuance of your employment with the Company, you, whether alone or with any other individual, Company or Organization, make or discover or participate in making or discovering any development or invention; relating to or affecting, directly or indirectly, the trade or business or products of the Company or any Associated Companies, you shall promptly disclose such developments to the Managing Director or his nominee. You shall do all things necessary and desirable to obtain the benefit of the said development / invention to the Company or any Associated Companies and to secure patent or other suitable forms of protection for the development throughout the world. Decisions as to be patenting and exploitation of any development / invention shall be at the sole discretion of the Company.
- 10 During the period of your employment with the Company or any Associated Companies all developments / inventions / works conceived, written, or made by you, alone or with others, shall have their rights fully and absolutely vested in the Company. All copyrights, patents, or other proprietary rights for such developments shall be the exclusive property of the Company and you shall do all things necessary and desirable to substantiate such rights.
- 11 During the continuance of your employment with the Company or any Associated Companies or thereafter, you will not use or disclose to another person directly or indirectly any trade secrets or confidential information relating to or belonging to the Company or any Associated Companies including but not limited to intellectual property, technology, techniques, know how, manufacturing methods, processes, formulae, software, software codes, source code, code libraries, object code, algorithms, design, design specifications, sources of supply or any matter without the written permission of the Company, except as may be legitimately required for the legitimate discharge of your duties with the Company. You shall comply with all relevant data protection legislation and/or any company policy regarding data protection when processing personal data in the course of employment including personal data relating to any employee, supplier, customer or agent of the company. Any infringement of this clause, at any time, shall make you liable for legal action / damages in a court of law at Udaipur at your entire risk, cost, and consequence.
- 12 You shall maintain the highest standards of integrity in your work and you will not engage or divulge or disclose any secret or information of the Company affairs or business or furnish material information to anyone or discuss the affairs of the Company with anyone except to an authorized person coming in your contact for Company's official work.



Authorised Signatory



Sachin Badola

CONFIDENTIAL

- 13 You shall not engage yourself either directly or indirectly in any sort of money dealing except officially authorized with any employee, dealer, agent, or representative etc. of the Company or Associated Companies so long as you remain in the employment of the Company or Associated Companies.
- 14 You shall take full care and ensure safety of the Company's property, which may be entrusted to you.
- 15 You shall take all care with regard to the safety measures to be followed and shall be responsible for the consequences in case of failure on your part in observing the safety measures / instructions.
- 16 You shall discharge the duties, which may be assigned to you from time to time with full devotion and sincerity to the entire satisfaction of your superiors.
- 17 We trust you shall discharge the duties assigned or which may be assigned to you, honestly, efficiently and faithfully.

If you are agreeable to the above mentioned terms and conditions please sign every page of the second copy of this letter in token of your acceptance the same.

Thanking You.

For SECURE METERS LIMITED

  
AUTHORISED SIGNATORY

I have read and understood the above terms and conditions of my appointment letter No.SECURE:45835:22 Dt. 01-JUL-22 and have signed every page of the second copy of the aforesaid appointment letter as a token of having accepted the terms and conditions.

Place: Udaipur  
Dated: 2/8/2022



Sachin Badola

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**Secure Meters Limited**  
P.O. Box 30  
Pratapnagar Industrial Area  
Udaipur 313 003, India

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e: mktg@securemeters.com  
[www.securemeters.com](http://www.securemeters.com)

**Registered Office**  
"E" Class  
Pratapnagar Industrial Area  
Udaipur 313 003, India  
CIN No: U74899RJ1987PLC029106

SECURE:22

01-JUL-22

Name **Sachin Badola**  
Emp. No. **45835**

**OBLIGATORY SALARY**

	Monthly
BASIC PAY	23800
HOUSE RENT	11429
<b>Total Obligatory Salary Before Deductions</b>	<b>35229</b>

**STATUTORY**

	Monthly
BONUS (As per Bonus Act)	1440
GRATUITY (As per Gratuity Act)	1142
PROVIDENT FUND EMPLOYERS CONTRIBUTION	2856
<b>Total Statutory</b>	<b>5438</b>

**VARIABLE PAY**

	Monthly
VARIABLE PAY (As per Company Policy)	1000
<b>Total Variable Pay</b>	<b>1000</b>

**MONTHLY COST TO COMPANY****41667****ANNUAL COST TO COMPANY****500004****BENEFITS OVER AND ABOVE CTC (Maximum Yearly Limit as per Policy)****Yearly**

GROUP ACCIDENT PERSONNEL POLICY	700000
MEDICAL & HOSPITALIZATION SCHEME	300000

For **SECURE METERS LIMITED**  
AUTHORISED SIGNATORY

Above particulars have been fully understood and accepted by me, and I sign here under as a token of my acceptance to the same.

Place: *Udaipur*Dated: *2/8/2022*Signature: 

Name : Sachin Badola