

17-Apr-2023

Ms. Anuja Anil Savardekar
RH33, Phase-2, Manjiri Greens, Pune-Solapur Road,
Opposite Manjiri Stud Farm,
Pune – 412 307, Maharashtra, India.

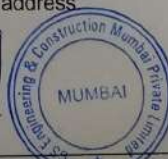
Dear Ms. Anuja Anil Savardekar,

Sub: Your Appointment with GS E & C Mumbai Pvt. Ltd.

Further to our letter of intent, we are pleased to appoint you with us as per the following terms and conditions:

- (1) Designation : "Engineer – Piping"
Global Title : Staff.
- (2) You will be entitled to a basic salary of Rs.36,000/- PM (Rupees Thirty Six Thousand only). The details of monthly pay, applicable allowances, benefits, bonus etc will be as per Annexure – I to this letter.
- (3) You will report to the HOD – Piping and will act within the framework of the Organizational structure, Policies and Directions that are laid down by the Company from time to time.
- (4) Your job function will be governed by the job description as defined by the Company.
- (5) You will be on probation for a period of six months from the date of your joining the services of the Company. The Company reserves the right to extend or curtail the period of probation at its sole discretion. Until your services are confirmed in writing, you will continue to be on probation period.
- (6) During probation period, this appointment can be terminated by either side by giving 15 days notice or payment in lieu thereof (equaling the basic salary). In case, this appointment is terminated by either side during probation period for any reason whatsoever, you shall not be eligible to receive experience certificate of your services with the company. After confirmation, this appointment is terminable by either the Company or yourself after giving 30 days notice or payment in lieu thereof (equaling the basic salary). Acceptance of basic salary in lieu of notice period from an employee shall, however be at absolute discretion of the management. Any tax liability arising out of notice period recovery shall have to be borne by employee.
- (7) Your next annual CTC revision shall be with effect from 01-Apr-2024 subject to your confirmation of services with the company and subject to company decision on Annual Increment – 2024.
- (8) Your place of posting will be at our office located in Mumbai. However, based on the organizational requirements, the Company may assign you at any of its offices, units or project office anywhere in India or abroad at its discretion.
- (9) This appointment will take effect from the date you join duty at the above address

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GS Engineering & Construction Mumbai Pvt. Ltd.

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- (10) Your services are also liable to be transferred from one office / unit / project location to another that is existing now or to be established in future at Company's discretion. In case of transfer, you will be governed by the rules & regulations of the Company as applicable at your place of posting.
- (11) You hereby make the undertaking that for the period of your employment with the Company and thereafter you will keep strictly confidential all trade secrets and information you acquire from the Company in particular with regard to process, plant, equipments, drawings and other commercial and technical details and that you will not disclose them to third parties, nor will you make use of them either directly or indirectly for your own purposes or for those of third parties without due authorization. This commitment to secrecy must also be observed in connection with any other companies or business we have interest in. It covers the trade secrets and information of GS E&C Mumbai and other GS Group of Companies as well as information imparted by or learnt from business partners, it also applies to employees from GS Group of Companies unless such person(s) are authorized to receive such information within the scope of their duties.
- (12) You are expected not to discuss with or disclose personal information such as salary, benefits etc to others within the company or outside. This is in line with the spirit of the Code of Conduct as applicable to all employees of GS E&C Mumbai Pvt. Ltd.
- (13) You will devote your whole time to the services of the Company and will not undertake any other business or work honorary or remuneratory except with the prior written permission of the CEO & Managing Director.
- (14) You will automatically retire from the services of the Company, on attaining the age of superannuation i.e. 60 years.
- (15) This appointment has been made based on the assumption that your credentials are in order. In the event any incidents having any bearing on your credentials come to our notice, the same shall be dealt by the Company at its discretion.
- (16) In all matters not mentioned herein, you will be governed by the rules and practices of the Company prevailing from time to time.


Please sign the duplicate copy of this letter along with its Annexure and return it to us, confirming your acceptance.

For GS Engineering & Construction Mumbai Pvt. Ltd

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Jae bum Kim
CEO & Managing Director



Signature of the employee : 
Name of the employee : Anuja Anil Savardekar
Date of Joining : 17-Apr-2023

Annexure – 1

Name : Anuja Anil Savardekar Designation : Engineer
 Emp. No. : INM0804 Global Title : Staff
 Date of Joining : 17-Apr-2023 Discipline : Piping

Salary & Benefit Structure (on Total Cost to Company basis)

S. No	Variable	INR per month	Remarks
A	Monthly Pay		
A.1	Basic Salary	36,000	
A.2	House Rent Allowance (HRA)	18,000	
A.3	Refreshment Allowance / Food coupons	2,200	
A.4	Special Allowance	12,850	
A.5	Telephone & Communication Expenses (Permitted Reimbursement \ Allowance)	2,000	
A.6	Vehicle Running & Maintenance Expenses (Permitted Reimbursements \ Allowance)	3,300	
	Total Monthly Pay (A)	74,350	
B	Long term Benefits		
B.1	Provident Fund (PF) - Employer contribution	4,320	
B.2	Employee State Insurance Corporation (ESIC) - Employer cont.	-	
B.3	Gratuity (As per company rules, 15 days basic salary per year of completed service. Eligibility minimum 5 years)	1,731	
B.4	NPS 80CCD(2) - Employer cont.	3,600	
B.5	Leave Travel Concession (LTC)	3,000	
	Total Long Term Benefits (B)	12,651	
C	Bonus		
C.1	Festival Bonus	3,000	Annual Pay - During Diwali each year
	Total Bonus (C)	3,000	
	Total (A+B+C) per month	90,001	CTC per month
	Total (A+B+C) per Annum	1,080,009	CTC per Annum

Note:

- (1) Payment of permitted Reimbursement \ Allowance under Item 'A.5' & 'A.6' above shall be made against submission of claim enclosing relevant bills and as per Company guidelines on the same.
- (2) Payment of Festival Bonus shall be released during Diwali every year.
- (3) All payments shall be subject to applicable taxes.

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