

TERMS AND CONDITIONS OF EMPLOYMENT

Employer: RBS Business Services Private Limited ("the Company", "we" or "our"), having its Registered Office at Empire Complex, 414, Senapati Bapat Marg, Lower Parel (W), Mumbai - 400013 a subsidiary undertaking of The Royal Bank of Scotland Group of companies.

Employee: Gaurav Sharma, J-122, West Patel Nagar, Delhi, Delhi, 110008

Throughout this contract The Royal Bank of Scotland Group is referred to as the "Group", a company in the Group is referred to as "Group Company" and includes The Royal Bank of Scotland Plc, The Royal Bank of Scotland N.V. and their subsidiaries and associated companies.

Date of Issue: 24 February 2015

SDS01 - Start Date: Your employment will begin no later than 02 March 2015

JTS01 - Job Title: Within SSO - AML TRM BB KYC REM, your **Job Title** is **Analyst CBD KYC** and **Corporate Title** is **Process Associate**.

JTS01.1 - For benefit purposes, this is a Benefit Band 4 and grade 2 role.

JTS01.2 - You may be required to undertake other reasonable duties from time to time for the Company and any Group Company. The Group reserves the right to transfer you to any suitable alternative position reasonably within your capabilities, according to the requirements of the Group. You will not refuse to carry out any assignment solely on the grounds that it has not been part of your usual duties during your employment. You will also not be entitled to any additional compensation for carrying out any job which, in the opinion of the management, is equivalent to the job you have been assigned earlier.

JTS01.3 - Whilst you are employed by the Company, you must not undertake any other employment, whether paid or unpaid, or engage or be involved or interested, whether directly or indirectly, in any other business or organisation (either during or outside your working hours), unless you have obtained our prior written consent.

LNS01 - Location:

LNS01.1 - Your Work Location will be New Delhi. We may, at our discretion, require you to (temporarily or permanently) work at or transfer to different work premises within reasonable travelling distance of your existing workplace or your home.

LNS01.2 - The Company may, in its business interests, transfer you to any of its offices or offices of Group Company in India or abroad on such terms and conditions as are applicable to such transfer. The Company will ensure that such transfers do not cause any disruption to your status and be on employment terms that are no less favourable than those enjoyed by you



Signature
Signed for and on behalf of
RBS Business Services Private Limited

on 24 February 2015
by **Charles J Rajiv**

**Head - Business Delivery Services
HR People Services India**



Signature
Signed for and on behalf of
RBS Business Services Private Limited

on 24 February 2015
by **Deepti Roy**

**Service Delivery Manager - Resourcing Services
HR People Services India**

I, the undersigned, have read and agree to be bound by the terms and conditions of employment specified or referred to in this contract. I understand that the Company may vary the terms and conditions of employment from time to time.

Signature

Date

This document is classified as Private and Confidential.