



Ref:

HR/Dec/2024/HF/AP/831

Date: December 10th, 2024

Mr. Sohan Vinod Yadav
4716 Room No 01 Ramsagar Chol,
Dandi Pada, Dandi, Thane
Maharashtra - 401501.

Appointment Letter

Dear Mr. Sohan,

We are pleased to appoint you on **December 10th, 2024** as **"Supervisor – Galvanizing, Hardware Fittings SBU"** (Grade – A1) based at Tarapur.


Your compensation on a cost to company basis will be **Rs. 3,00,004/- (Rupees Three Lakh Four Only)** per annum.

Please sign and return a copy of this Appointment Letter as a token of your acceptance of the **"Terms & Conditions of Employment"** as per attached sheet and return it to Human Resources Department within two days from the date of issue.

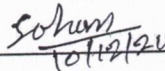
We wish you a long and successful association with the Karamtara Group.

Yours faithfully,

For Karamtara Engineering Pvt. Ltd.


Vijay Shitole
Head - Human Resources

Acceptance of Terms and Conditions:-


10/12/24

Enclosed: Terms & Conditions of Employment

Karamtara Engineering Pvt. Ltd.

► **Hardware & Accessories Business**

Registered Office : 705, Morya Landmark II, New Link Road Andheri (West), Mumbai – 400 053, India.

► Tel. : +91 22 26731000 / 40710000 ► Fax : +91 022 26731015 ► CIN : U45207MH1996PTC099333

TERMS & CONDITIONS OF EMPLOYMENT

1. You will be governed by the working hours prevailing in our establishment in which you work, you will be notified your actual duty timings from time to time. You will be required to work in any of the shifts during the day or night.
2. You shall be entitled to leave and other benefits as per the rules and regulations of the company.
3. You will be required to work on any day of the year, including festival holidays, in the establishment.
4. Your initial place of work will be at **Tarapur**; however during your employment with the company, you may be posted / transferred to any of the locations / offices / plant / projects / divisions. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.
5. You shall diligently, faithfully and to the best of your skill and ability serve the organization and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy. You shall not engage in any other employment or business either directly or indirectly.
6. You shall obey and comply with the directions given to you by your superiors or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.
7. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that came to you during the course of your employment with Karamtara without prior permission in writing.
8. You will not enter into any commitments or dealings on behalf of the company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the company or those in authority over you.
9. You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignment (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of the Management. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with company.

Employee Signature: *Gokarn*

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Date: 10/12/24

10. During the term of your employment with the Company and for a period of three years following the Cessation of work (whether by way of resignation, termination etc.), you shall not, directly or indirectly, neither as an individual on your own account nor as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearers, or shareholder (or in a similar capacity or function): (i) seek, canvas, solicit or accept from any Person who is/ was a client or potential client or competitor/potential competitor of the Company, or Affiliates, any services or business of the type offered by the Company, or its Affiliates; (ii) seek to persuade any client or potential client of the Company, or Affiliates, not to conduct or renew any services or business with the Company, or Affiliates, or to terminate such business; or (iii) seek to employ, solicit or entice away from the Company, or Affiliates any employee or worker who is engaged by the Company, or Affiliates in a managerial or any other services and was a person with whom you have dealt in the course of your duties.

By "competitor" we mean any establishment /Company (whether Public or Private Ltd.), Partnership firm, Proprietorship firm or any other entity or consultants involved in the business, which is similar to (including partly similar to) the business of the Company or any of its SBUs.

11. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
12. The address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. Change of address if any, to be notified immediately.
13. You are expected to keep your salary details strictly confidential and not to share any information regarding the salary to anyone except your very close family members.
14. Your appointment is based on the basis of the particulars such as qualifications etc. as given by you in the application for employment and in case any information is given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.
15. Any joining expenses related to your hiring such as Notice period, travel reimbursement, relocation expenses etc. will remain your liability subjected to your retention for the period of 2 years in the company.



Employee Signature: Sobun



Date: 10/12/24

16. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
 17. You will initially be on probation for a period of **Six months**, which may be extended or reduced at the sole discretion of the Management. On completion of probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation
 18. During the probation period your services can be terminated within **One month** on either side without any reasons, whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on **Two months'** notice on either side or salary in lieu of the same.
 19. Upon termination or resignation of your services you shall hand over charge to such person nominated for this purpose by us and shall deliver up all such articles, effects and property of the organization as may be in your possession.
 20. You will be liable for any disciplinary action in case you are found to be guilty of harassing or discriminating against a fellow employee(s).
- It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made in Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction in Mumbai.
21. In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.
 22. The various clauses of this letter are to be read, understood and interpreted in its entirety and none of the clauses are severable from the remaining.
 23. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time.

I accept the above terms and conditions:

Employee Signature: Soham

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Date: 10/12/24



Annexure
CTC Statement

Name	Sohan Vinod Yadav
Grade	A1
Designation	Supervisor
Department	Galvanizing
Unit / SBU	Hardware Fittings
Location	Tarapur
Salary Heads	
Basic	181200
HRA	12000
Education Allowance	2400
Special Allowance	95688
ESIC (Employer Contribution)	0
PF (Employer Contribution)	0
Gratuity	8716
Total CTC	3,00,004

Other Benefits

- Gratuity will be paid as per the provisions of Payment of Gratuity Act 1972 and only after completion of 5 years of service.
- Personal Accident Insurance as per company policy and as per your Grade, as may be amended from time to time. Currently it is six times of CTC.
- Medclaim Insurance as per company policy and as per your Grade as may be amended from time to time, which is at present Rs. 3 Lacs for Self + Spouse + Dependent Parents + 2 Children

Signature of the Employee 

Date 10/12/24