

OFFER LETTER

10 Oct 2023

To

Dear Thasma,
1st Cross, Vinayak Nagar, Bangalore North,
Museum Road, Bengaluru 560025.

Welcome to **Tonique Beverages India LLP!**

Based on our recent discussion with you, we are pleased to offer to join to **Tonique Beverages India LLP**, India as per the below terms and conditions:

Role – “**GRE**”

Location – Bangalore

Joining Date – **24 Oct 2023**

Your annual compensation will be **INR 2,74,080 (Two Lakh Seventy Four Thousand Eighty Rupees Only)** which shall be paid to you monthly on the tenth date of the succeeding month, as per the terms of this Employment Agreement.

Please refer to:

- Annexure I for the documentation to be submitted by you
- Terms of Employment

Your employment with **Tonique Beverages India LLP** will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with **Tonique Beverages India LLP** is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date. During the probation period, if the employee's performance is found to be unsatisfactory, the Company reserves the right to terminate the employment with immediate effect.

You should ensure that your conduct is in line with Company policies that may be implemented from time to time. Please refer to the Terms of Employment at the end of the agreement for the Code of Conduct you are required to follow at **Tonique Beverages India LLP**. NDA & Other terms will be intimated at the time of joining. Further, while employed with **Tonique Beverages India LLP**, you should not undertake any illegal or unlawful activities.

Your standard work week will be 6 (six) days, and as per shift schedule & you will be entitled for one week on any day of week except for Friday/Saturday & Sunday.

Post completion of your probation in a calendar year, you are entitled to **11** (Eleven) days of **Privilege leave (PL)** on a pro-rated basis from your start date. In case of absence for a period of over 3 (three) days without intimation, the days of absence will be deemed to be unpaid leaves, and appropriate action would be initiated.

To indicate your acceptance of this offer and Terms of Employment with **Tonique Beverages India LLP**, please confirm your acceptance by sending us a scanned copy of this Offer Letter and Terms of Employment with your signature. If we do not receive your response before the expiration of 4 days (four days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure I along with the signed copy of this offer letter and Terms of Employment.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,
SAB Beverages India LLP,

GLN DAS

Authorized Signatory

OFFER ACCEPTED BY:

Signature:

Name:

Date:

ANNEXURE - I

Required documentation at the time of onboarding:

1. Three copies of your recent passport-size photographs.
2. Copy of Study Certificates
3. Copy of Experience and Relieving Certificates
4. Aadhar Card Copy Mandatory
5. Pan Card (Mandatory)
6. Relieving Certificate from the previous organization (if applicable)
7. Salary Slips for last 3 months from Last Working organization (if applicable) along with 6 Months bank Statement and cancelled Cheque copy with name.