

APPOINTMENT LETTER

Date: 22-04-2024

Mr. Abhishek Vaibhav Jadhav

Employee Code: 1008853

Rohidas Galli, At Peth, Walwa
Sangli, Maharashtra, 415407.

Dear Abhishek,

We are pleased to appoint you as **Technical Trainee** in **Unit II Production C** department in our Company for the period starting from **22-04-2024** till **21-04-2025** based on the below terms and conditions during the trainee period:

1. **LOCATION OF POSTING:** Ambernath Plant

2. **COMPENSATION:**

The break-up of your compensation is given below. The below Compensation package will be subject to Income Tax regulations in force from time to time.

Compensation Structure	Amt. (INR)
Basic	17,600
HRA	954
Monthly Gross Salary	18,554
Annual Gross Salary	2,22,648
Provident Fund (Employer Cont.)	25,344
ESIC	7,236
Bonus	24,780
Annual Cost to Company (CTC)	2,80,008

- Your performance will be reviewed periodically and at the end of the training period you may be absorbed as a regular employee subject to your performance and of appropriate vacancy matching with your capabilities and fitments.
- Your training shall be deemed to be terminated on End Date, unless notified in writing, otherwise. You will be on training for a period of 12 months which can be curtailed or extended at the sole discretion of the Management. The Management reserves the right to terminate your traineeship at any time during the training period without any notice and without assigning any reason.
- The period of your traineeship, will not be considered as a part of your services for calculation of any kind benefits provided by the company.

BHARAT SERUMS AND VACCINES LIMITED

CIN: U74110MH1993PLC075088

www.bsvgroup.com

Registered and Corporate Office

3rd Floor, Liberty Tower, Plot No. K-10,
Behind Reliable Plaza, Kalwa Industrial
Estate, Airoli, Navi Mumbai 400708
Tel: +91-22-4504 3456 Fax: +91-22-4504
3200

R & D Centre

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Behind Reliable Plaza, Kalwa Industrial
Estate, Airoli, Navi Mumbai 400708
Tel: +91-22-4504 3456
Fax: +91-22-4504 3200

Ambernath Factory

Plot No. K-27 and K-27/1, Jambivili
Village, Anand Nagar, Additional MIDC,
Ambernath (East), Thane 421506
Tel: +91-251-262 7000
Fax: +91-251-262 7008

6. **LEAVE:** You will be entitled for Trainee Leave as follows, calculated on pro-rated basis from your date of joining the Company

Type of Leave	No of calendar days per annum	Accumulation
Trainee Leave	10	No accumulation

7. **TERMINATION:** During the trainee period, the Company will be entitled to terminate your trainee period by giving you one month's notice, in writing with or without assigning any reasons for the same. In the event you desire to leave the services of the Company, you will give to the Company one month notice in writing or salary in lieu thereof. Upon leaving the Company, you will not take with you any drawing, blue-print or other reproduction or data, tables, calculations, letters or other documents or any other writing or copy of writing of any nature whatsoever pertaining to the business of the Company or any of its affiliates or subsidiaries. Prior to your last working day, you will be required to hand over all Company property (including, documents, data, keys, stationery, product samples, instruments, equipment, etc.) in your possession to your immediate supervisor and obtain necessary clearances. On production of such clearance alone will your dues, if any, be settled by the Company.

8. During the training period you will be deployed at any function, department, location of BSV and BSV group companies or subsidiaries depending on availability of projects and learning opportunities.

9. **GENERAL PROVISIONS:**

You are required to devote your entire time, attention, and effort to the furtherance of the business of the Company and to continually develop your professional skills in your own and the Company's mutual interest. You shall not, during your trainee period with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or monetary position other than that of the Company.

You must not at any time misappropriate files or documents of any kind belonging to the Company or make copies, duplicates of excerpts for private or any other purpose unrelated to your trainee period.

If at any time, you, by your conduct, render yourself incompetent to perform your duties, (such incompetence to be determined by the Company), or if you be dishonest, intemperate, irregular in attendance at work or otherwise misconduct yourself or commit any breach of these terms or the stipulations herein contained on your part, the Company may terminate your trainee period forthwith without any notice and may deduct from any salary then due to you such sums as in the opinion of the Company may be equivalent to any loss the Company may have sustained in consequence of your acts.

If you or any of your family members have financial/gainful interest in any business firm and such a firm proposes to do business with Bharat Serums and Vaccines Ltd., then it would be obligatory on your part to make a written declaration to this effect to the Management before any business deal is entered into.

You will not at any time, without consent in writing of the Company, during the term of your service with the Company or after the term of service by notice, discharge or otherwise make known or divulge in any manner whatsoever any information, which in the service of the Company, you have acquired as secret information concerning the products, operations, inventions, discoveries or improvements or business methods, or internal systems and procedures, transactions, finances or affairs of the Company.

Any inventions, discoveries, technical writings, designs or business methods conceived or made by you, individually or jointly, during your trainee period with the Company, whether patentable or unpatentable, or registerable or copy- righted material or trademarks, shall be promptly and fully disclosed and shall become the absolute property of the Company.

You will, upon request, execute and deliver assignment of any such invention, discovery, technical writing, design or business method to the Company.

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You will assist the Company in every way, both during the course of and after termination of your trainee period, in the maintenance and enforcement for the Company's benefit, of patents on such inventions or discoveries and registrations on such copy-righted material or trademarks, or business methods, in any and all countries.

You will keep us informed of any change in your residential address, your family status or any other personal particulars relevant to your trainee period. All communication sent to you in the normal course at the address given by you shall be deemed to have been received by you.

Your date of birth as recorded by the Company on the basis of documentary evidence produced by you will be considered as the authenticated date of birth for all purposes throughout the tenure of traineeship or thereafter and will not be changed under any circumstances.

You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

The Company will deduct taxes as appropriate and consistent with the Indian tax regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations. All necessary documentation to substantiate the claim for exemption under the relevant provision of the Income Tax Act, 1961, need to be submitted as per the timelines set by the Company.

Your Compensation matters are to remain strictly "Private & Confidential" between you and the company and must not be disclosed in any circumstances to others.

Also, the terms of your trainee period detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. Discussion of this contract with other employees and/or any third parties is strictly prohibited and can be grounds for disciplinary action and/or dismissal.

In the case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in a court in Mumbai.

Please read the above terms and conditions carefully. Please sign the duplicate copy of this letter and return it to us in token of your acceptance. Your signature constitutes agreement to all the information contained herein.

We are certain that you will find the challenge, satisfaction and opportunity in your career with the Company.

Congratulations! We wish you the very best in your new assignment.

Yours Sincerely,

For Bharat Serums and Vaccines Limited



Hatim Kapasi
Assistant Vice President– Human Resource

ACCEPTANCE

I have read, understood and accept the above mentioned terms and conditions of service as outlined in this contract.

Name: _____

Signature: _____

Date: _____

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