



Aarvi Encon Private Limited

CIN - U29290MH1987PTC045499
(ISO 9001 : 2008 & OHSAS 18001 : 2007)

Regd. Office : B1-603, 6th Floor, Marathon Innova, Marathon Nextgen Complex,
Opp. Peninsula Park, Lower Parel, Mumbai - 400 013, INDIA.



January 8, 2020

AEL/Deepak Nitrite Ltd/2020/031

Mr. Tejeshkumar Raghunath Gaikar
At Yashwantkhar, Po-Sanegaon,
Tal-Roha, Raigad- 402109.
Mobile: 8446763646
E-mail: gaikart1@gmail.com

Dear Mr. Tejeshkumar Raghunath Gaikar

Sub: - Services to be rendered as "Civil Engineer"

This refers to your application and subsequent interview. We take pleasure in offering this Contract to you for the captioned Services on the following Terms and Conditions:

1. You will be required to render Services at **M/s Deepak Nitrite Limited**. The Commencement of this Contract shall begin from the date you report to render Services at location **Roha**. We, Aarvi Encon Limited, hereafter, shall be referred as the Company.
2. Your remuneration will be **Rs 23,825/- per month (Rupees Twenty Three Thousand Eight Hundred Twenty Five Only)**. The details of your remuneration and other benefits are listed in the Annexure to this letter. The contents of the Annexure are of confidential nature and are not to be discussed and/or shared with any person by any manner. You are required to preserve this communication with utmost care and confidentiality so that the said contents do not get passed on/shared to/by anyone else. Any compromise in this respect will be treated as the breach of understanding/trust/confidentiality.
3. Aarvi Encon is committed to conducting business with the highest degree of ethics, integrity and compliance with laws worldwide. Make sure under any circumstance, you are not party to any unethical activity. If you see or suspect the unethical behavior has occurred, you are obligated to come forward with your concerns, email the information to ethics@aarviencon.com. Reports will go to Executive Director and Secretary.
4. Statutory deductions such as PF/PT/TDS/ST and any other as existing on the date of your reporting and any changes brought to prevail during the tenure of this Contract shall be enforced per regulatory rates per Government Rules and we undertake to deposit the same in the concerned Government Department Account.
5. Contract Duration and availing of leave during the tenure:

Your Services shall be on Contract basis for a period of 6 months and the same can be extendable or reduced and also are transferable.

Any leave availed without intimation will lead to deduction. In case of sickness leading to absence from work for more than two days, it is mandatory that a certificate from a registered General Physician/medical practitioner is produced in support

6. You shall render the Services to the standards acceptable to our Client & it is required that you shall maintain good conduct during the tenure of your presence at the place of work and will not participate in any political activities. You will also not commit to any activity which is against social harmony at the work place and will not allow yourself to get associated with any unlawful activity.
7. During the tenure of this Contract you shall not get yourself engaged directly or indirectly, with or without monetary benefits in any other employment contractual or otherwise or activity which the Company or our Client may, in our sole discretion consider to be contrary or inconsistent with your Services and obligations there under and which may in our sole discretion deem to be prejudicial to our interests. Further, you shall not divulge any details of the Company's operations, affairs or secrets or that of our client as named above and/or any of our/their associates to any person/s, firm or organization without the express consent obtained well in advance through their respective authorized signatory, in writing or nor shall you use or attempt to use any information which may directly injure or cause loss or may lead indirectly to injury or cause loss to the Company or to their Client.

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