

October 1, 2019

Rohit Nehe Patil

Address of candidate: At-Post - Sawargaon Tal; Taluka - Sangamner; District - Ahmednagar; Pin - 422605

Dear Mr. Rohit,

With reference to your application and subsequent interviews with us, we are pleased to offer you employment with Green Ecomes Solutions Pvt. Ltd. as 'BIM Engineer' at location 'Pune' on the terms and conditions mentioned herein in this employment agreement.

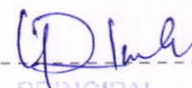
Details of your salary comprising of fixed payments, related benefits and variable pay are detailed in the annexure. You are appointed on the basis of the information, relating to your education, experience, skills, salary details etc., provided by you. In the event that, at a later date, it is found that any portion of such information furnished by you to the Company is false and / or that there has been any misrepresentation on your part relating to such information, the Company with immediate effect may terminate your offer at the joining stage or post-employment with us.

During your term of employment with the company, you will -

- Not carry on any business that has conflict of interest with the company's lines of businesses. You will devote your full office time and attention to your duties to promote the interests of the organization and you will not utilize or divulge to any person or persons any of our trade secrets or confidential information.
- Not undertake - any professional or personal engagements, or part-time assignments, or jobs, or tasks or work, or any other position with any other company or third party, that is in conflict of interest with the company and you will dedicate and devote your full-time efforts to the development of the company. Also you will not pursue any interests that could preclude you from giving your best attention, time and effort to the company.
- Abide by the applicable rules and regulations in force from time to time. Be working the assignments according to the business needs of the company.
- Perform such duties and conform to such directions and instructions as may be assigned to you by the company or by such officers who are placed in authority over you. The management has the rights to allot you additional jobs within your department or any other departments.
- Perform to the best of your abilities and your performance will be reviewed on a periodical basis as per Company norms.
- Be responsible for the safekeeping and return in good condition and older all Company property, which will be in your use, custody or charge.
- Keep company informed in writing of any change in your residential address, family status and other necessary information.
- Be expected to exercise your specialized expertise and judgment to provide the Company and / or its clients with high quality services.
- Be required to work at the site(s) of the Company and / or its clients in India and / or abroad, sometimes for extended periods of time.

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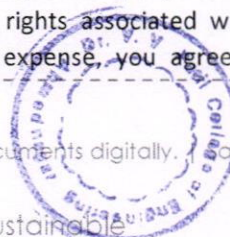
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- Be required to work on shift / staggered duty in case business warrants that. It is Management's prerogative to decide which employee will work on shift and Management's decision in this regard will be final.
- Not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.
- Be required to provide your services or your services are transferable anywhere in India and abroad within Green Ecomes Solutions Pvt. Ltd., Group of Companies and sister concerns (Proprietorship, Partnership or Privately Incorporated or Publicly held companies) which have majority or minority stake holding from the same proprietors and directors and promoters of the company. In case your services are transferred to any of our group companies, you shall have to abide by the rules and regulations pertaining to that company and the local laws of that country.
- Be expected not to take any favors, gifts, and financial support from vendors, customers, employees, partners, and contractors, in short, anyone with whom you could potentially have a business transaction that could have a conflict of interest.
- Be expected not to share your personal salary, benefits and related compensation details with other employees, clients, partners, contractors and such others. You are advised to take prior written permission if you intend disclosing the same for any personal banking and related reasons. Sharing compensation details with others is treated as violating integrity, terms and conditions of this employment agreement.

Confidentiality:

Information pertaining to company's operations obtained by you during the course of your employment with the Company, either directly and / or from other employees of the Company and / or during the course of your work with the Company, will remain strictly confidential to you. You shall hold or cause to be held, in strict confidence any and all information received by it from the Company for the purpose of carrying out the activities under this Agreement. This confidentiality obligation shall not apply to information, which is now or hereafter becomes, generally known to the public through no act or fault of other. You shall use utmost care to maintain confidential the information provided by the Company and limit its disclosure only to such of its employees, who would be working on this assignment and shall advise such employees and representatives of the existence and terms of this Agreement and of the obligations of confidentiality herein. Further, unless prior written consent of the Company is obtained, you shall not use the information provided by the other for any purpose other than the purpose contemplated under this Agreement. Information shall not be duplicated or reproduced by you in any manner. You agree that in the event of a breach, or threatened breach of confidentiality, the Company shall be entitled to specific performance and injunctive or other equitable relief as a remedy for any such breach or anticipated breach without the necessity of posting a bond. Any such relief shall be in addition to and not in lieu of any appropriate relief in the way of monetary damages. You agree that all work product of every description prepared and/or created by yourself or its employees pursuant to this employment agreement, including, but not limited to, ideas, inventions, improvements, discoveries, software design, software coding, charts, drawings, specifications, notebooks, tracings, photographs, negatives, draft or final reports, findings, recommendations, data and memoranda ("Works") is the property of Company. You agree that all such Works, eligible for copyright, shall be deemed "work made for hire." You agree to and hereby do assign, grant and convey to Company all of its right title and interest, including, but not limited to, all domestic and foreign rights associated with copyright and patent ownership, in such works. At Company's request and expense, you agree to execute any further

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document(s) that Company deems necessary to perfect Company's complete ownership of any such works. You agree to secure the necessary rights and obligations from its employees and third parties in order to satisfy the above obligations. You warrant that in the course of performing the services hereunder, that you will not infringe on any proprietary rights of a third party, including, without limitations, confidential relationships, trade secret, patent, trademark or copyright rights. You hereby agree to indemnify and save Company harmless from any loss, claim, damage, cost or expense of any kind, including reasonable attorneys' fees, to which Company may be subjected by virtue of a breach of the foregoing warranty.

Ownership:

The Company shall be the sole owner of all inventions, ideas, materials, systems, codes, etc., that may be devised / created by you in the course of your employment with the Company within the ambit of company's lines of businesses. You shall have no claim of any nature whatsoever, in respect of any information / material belonging to the Company, and shall not utilize, part with or divulge such information to any third party and / or utilize the same for your own purposes.

Non-Compete:

During the course of your employment with the Company, you shall not accept any employment of whatsoever nature from the Company's clients and / or customers / or partners / or other employees / or sub-contractors etc. Also, upon cessation of employment with the company, the company has the right to insist with pay, as appropriate, that for a period of up to thirty-six months - you shall not solicit business of any nature, either directly or indirectly, for yourself, or through other employees, or through partners, or for any other third party, from the Company's clients and / or customers whether solicited by yourself or by clients, further, you shall not recruit/entice any existing employees/ partners/ contractors/ interns, whether part-time or full-time, either directly or in-directly, whether solicited by yourself or by employees/partners/contractors/interns, further, from the company and you shall not join a competitor organization, as decided at the discretion of the management of the company.

Resignation from Employment:

In the event of your resignation, you will provide three months' notice in writing, failing which, management reserves the right to decide and deduct the notice pay in lieu of the unserved notice period and suitable relief as appropriate. Upon your resignation, based on role and work transition, the company at its discretion could relieve you earlier as appropriate, and in which case, the company is not liable to pay you any balance notice pay for the unserved notice period.

Termination of employment at will:

Based on changing business needs and requirements, the management of the company could terminate your services at will, without assigning any reason thereof, or without issuing any notice thereof, by paying you one month's gross fixed pay (excluding variable/commissions, retivals and benefits) and you shall have no right to contest the decision of the management or claim any liquidated damages.

Termination of employment for other reasons:

Your services may be terminated with immediate effect, by paying you one months of fixed component of your salary excluding variable/incentives/commissions or benefits etc., thereof, and you shall have no right to contest the decision of the management or claim any liquidated damages - If you become of

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unsound mind to such an extent that you are unable to carry out the inherent requirements of employment hereunder or, (as the case may be) the services or facilities required to be provided to you in order to enable you to carry out such requirements would impose an unjustifiable hardship on the Company; if you become permanently incapacitated by reason of accident or illness to such an extent that you are unable to carry out the inherent requirements of employment hereunder or, (as the case may be) the services or facilities required to be provided to you in order to enable you to carry out such requirements would impose an unjustifiable hardship on the Company; or upon untimely death.

Your services may be terminated with immediate effect without issuing any notice or without any payment of fixed or variable/incentives/commissions or retiral or benefits etc., thereof, and you shall have no right to contest the decision of the management or claim any liquidated damages and the company, at the discretion of management, has the right to seek liquidated damages - If your conduct and integrity is not up to the professional standards of the company; If you do not adhere to the company values; If you contravene with any laws of the land and are involved in any civil and criminal cases and liabilities unbecoming of the professional behavior and standards expected by employees of the company and for other reasons such as sexual harassment, prejudiced and discriminatory behavior of any kind and such others; If you are found guilty of any willful misconduct or willful neglect in the discharge of his duties; If you engage in any conduct, resulting in prejudice to the business of the Company or which brings the business of the Company into disrepute; If you represent the company in a derogatory manner in the form of any press statements or coverage, or in any media, or to any employees, clients or partners and such others, thereby bringing the company to any disrepute; If you are convicted of any criminal offence which involves fraud or dishonesty, if you become bankrupt or makes any arrangement or composition with creditors which hampers your work performance and regular business affairs or the company and such others.

Violation of Terms of Employment Contract:

Breach of any of the terms and conditions of employment or this employment agreement will render you liable to termination of your employment without notice or compensation thereof and you will be liable for suitable damages and liabilities as deemed appropriate by the management of the company, and you shall have no right to contest the decision of the management or claim any liquidated damages.

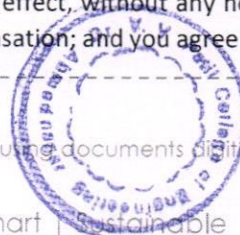
Indemnity:

You agree to indemnify and hold Company harmless from any loss, claim, damage, costs or expense of any kind including reasonable attorney's fees, to which Company may be subjected by virtue of a breach of any of the representations and/or warranties, if you undertake in your personal or business capacity, actions or decisions, at your own discretion, without informing the management of the company, which could potentially harm the interests of the company or its employees, partners, client's and such others.

Background Check:

By signing this employment agreement, you give the right for the company to do background check of your past experience, credentials, educational qualifications and salary details that you provided along with your resume. You confirm and certify that all the details you provided are true to the best of your knowledge and if your background check turns out to be different from what you have cited - then, your employment will be terminated with immediate effect, without any notice thereof, and the company is not liable to pay you any pending dues or compensation; and you agree to pay the company, for any other

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accrued liability towards liquidated damages, claimed by the company or any third party and you shall have no right to contest the decision of the management or claim any liquidated damages.

Retirement Age:

The retirement age from the services of the firm, for all employees is completing 60 years of age from the date of your birth, unless otherwise extended by management at its discretion.

Employment Agreement Validity:

You are expected to send acceptance within 5 working days from the issue date mentioned herein, failing which, this employment agreement stands cancelled. Upon joining you can sign the original employment agreement accepting terms and conditions.

General:

Your employment is subject to the Company obtaining suitable positive and agreeable references. Please note that the employment terms contained in this employment agreement are subject to Company policy.

The above terms and conditions, along with the amendments / modifications thereto, shall be binding upon both the parties hereto during the entire course of your employment with the Company. We welcome you to the company and wish you a long and rewarding career.

Yours Sincerely,

For Green Ecomes Solutions Pvt. Ltd.,

Rohit Koul
Managing Director

I hereby accept the terms and conditions mentioned in the Employee Agreement letter.

<Candidate Signature above the line>

Name: Rohit Nehe Patil

Place:

Date:




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