



REF: VBL/Goa/2023/16126

Date: 17.11.2023

Mr. Sourabh Tanaji Shirgava
At Post: Gad- Mudshingi, Tal: Karvir,
Dist: Kolhapur, 416119

SUB: CONTRACT OF TRAINEESHIP

With reference to your application and subsequent discussions with us, we are pleased to appoint you as "Trainee - Quality" in grade 'MT01', subject to your joining us on or before **20-Nov-2023**. You will be on training for a period of **12 Months** from the date of joining.

At the end of the training period, you will be evaluated upon multiple factors. Based on the outcome of your evaluation and suitable opportunities in the organization, you will be employed and assigned a suitable role. In the event that you are found unsuitable based on the evaluation, then the traineeship may be extended or terminated.

You will initially be based out of **Goa Plant**.

The broad terms and conditions of your traineeship are as follows:

- 1 Your basic pay, allowances and perquisites will be as mentioned in the attached Annexure.
- 2 This contract is subject to your being physically and mentally fit at all times.
- 3 You will be governed by the Company's policies and code of conduct/ ethics (which may be amended periodically), at all times. It will be your responsibility to keep abreast of all such policies and codes applicable to you.
- 4 You will assigned learning projects, for which you will engage with complete integrity, and maintain a high standard of initiative, efficiency and cost consciousness.
- 5 You shall not divulge to anyone, during the tenure of your engagement or subsequently thereafter, through any means, particulars or details of our business processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential / secret nature, which you may be privy to, by virtue of your role and discharge of your responsibilities. In case of any breach of this clause, you shall be liable to prosecution in a court of law besides any other disciplinary or other action that may be deemed appropriate by the Company.
- 6 During the course of your traineeship with us, any process improvement, patents, and technology which you may create, improve or modify, will remain the sole Intellectual property of the Company, and you will not have any claim to any individual rights on the same during or subsequent to your traineeship with us. You will ensure that patents, where applicable, are registered in the name of the Company.
7. Your entire time and attention will be devoted to the Company, during the period of your traineeship. You will not, during the course of this contract, work directly or indirectly for any person, firm or company/organization, with or without pay/remuneration nor will you engage yourself or take interest, directly or indirectly in any trade or business in any capacity

Mona Bancel

8. You will be responsible for the safe custody of all Company property whether they are assigned to you specifically, or as a shared resource. The Company reserves the right to recall any of these from you, at any time. In the event of any loss or damage of any Company property in your possession, the Company reserves the right to recover the damages, and/ or take any such action as it deems appropriate.
9. Based on business requirements, at the sole discretion of the Company, your services, may be transferred, assigned or deputed to any department, unit, plant, office or division or to any subsidiary/ sister concern of the Company, (whether existing or to be set up in the future) anywhere in India or abroad, at any time, for any duration, without any additional remuneration.
10. Clauses related to resignation/termination are as follows:
 - a. Your notice period will be 1 month.
 - b. In case you resign from the services of the Company, you will be required to serve the full notice period unless the company agrees to an earlier release and resultant recovery of notice pay calculated based on your basic salary.
 - c. Upon your resignation, the Company reserves the right to release you earlier, at its sole discretion, by paying you notice pay for the unserved period of notice.
 - d. The company reserves the right to terminate your services at any point by providing 1 months' notice or 1 months' notice pay in lieu thereof, in any proportion.
 - e. If you are found guilty, at any time, of (i) an act of misconduct, (ii) any willful breach of the terms of this appointment (iii) violation of rules and directions (iv) having misrepresented any facts about yourself at the time of hiring or subsequently (v) disobeying any reasonable and ethical instructions given to you from time to time, the Company may, without any notice or payment in lieu thereof, put an end to your service and terminate your traineeship forthwith, and retain the right to recover all losses, damages and outstanding as it may deem appropriate.
11. If subsequently employed, you will superannuate from the services of the Organization on the last day of the month in which you attain the age of 58 years. As declared by you, your Date of Birth is **01-Jan-1998**.
12. The compensation offered to you is confidential and must not be shared with anybody at any time

Please sign a copy of this letter in token of your acceptance of these appointment terms and conditions.

For Varun Beverages Limited;



Mona Baruah
Vice President-HR

I have read, understood and agree to the above.

Date:

Name: **Sourabh Tanaji Shirgava**

Place:

Signature: