

Flipkart



11-May-2023

**Mr. Aditya Kumar
Lucknow, Uttar Pradesh, India**

Offer Letter as Trainee under Supply Chain Certification Program (SCCP)

Dear Mr. Aditya Kumar,

This is with reference to your application and the subsequent discussions you have had with us, we are pleased to appoint you as **'Trainee - SCCP'** under our **'Supply Chain Certification Program (SCCP)** with effect from **18-May-2023** on the following terms and conditions:

1. During your training you will be paid a consolidated stipend of INR **25,000** /- (**Rupees Twenty Five Thousand**) per month on a pro-rata basis, based your attendance on working days of the establishment. You will not be entitled to any other allowances.
2. Your initiation place of posting will be at **Moradabad**.
3. You will undergo training for a period of two years from **18-May-2023 to 18-May-2025**. On completion of this period your training will automatically come to an end.
4. The objectives of our 'Supply Chain Certification Program' are to impart skills with respect to Supply Chain Operations management to the educated youth in the country, provide them with an opportunity to gain experience and thus enhance their employment potential.
5. You will be governed by all the rules and regulations of the Company including for employment, hours of work, holidays, leave, discipline and general work practices applicable to the establishment / Location where you are posted for work and as amended from time to time.
6. As per the policy of the Company, we expect all our trainees to devote their full-time attention and effort to the business of the Company and to continuously develop their professional skills in the mutual interest of the individual as well as the Company. We clearly disapprove of any trainee directly or indirectly engaging himself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. The only exception that is permitted in this regard is honorary services that may be rendered by the trainee on a reasonable and part-time basis, without interfering with the responsibilities entrusted to him by the Company, in regard to:
 - a. Social & Community Services
 - b. Professional Services
 - c. Sports and Welfare
 - d. Educational Activities

If however, any of these activities are proposed to be taken up, prior written permission of the Company should be obtained.

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InstaKart Services Private Limited

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7. You must always act in the best interest of the Company and respect all property, material and documentation of the Company. You shall be solely responsible for the manner in which you will perform your services.

8. In the course of your training, you will come to possess information connected with our business operations, business processes, financial and other matters relating to the Company's business etc. All such information shall be held by you in the strictest of confidence and it shall not be divulged to outsiders during your training with the Company or thereafter. You shall not, unless directed by the company, either during your training period or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

9. In the event of your acting in any manner contrary to or in breach of this engagement letter during the course of your training with the Company or thereafter, the Company will be at the liberty to initiate appropriate action to safeguard the interest of the Company.

10. You will not undertake either directly or indirectly any activity which is contrary to or inconsistent with your obligations to the Company or in the Company's interest.

11. Your training is subject to you being medically fit. On being found medically unfit, your training are liable to be terminated. Further, the training is also subject to background checks/ verification (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Flipkart or an appropriate third party, and the results of such background checks being favorable in Flipkart's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on the notice by Flipkart.

12. During the course of training, your services are transferable to any of the existing establishments / location of the Company as well as to any new establishments / locations that may be set up by the Company in future at the discretion of the Company without any extra remuneration. You are also liable to be transferred from one department to another department at the discretion of the Company.

13. During your training period, you shall not engage in any conduct, or cause the Company to engage in any conduct that would result in the Company's breach or violation of any agreement, law, ordinance or regulation.

14. During the training period the Company may terminate the same without assigning any reason and without notice or any compensation in lieu thereof. So also, in case you desire to discontinue the training, you may be relieved on receipt of a written request to that effect.

15. The Company reserves the right in its absolute discretion to deduct from your salary or other benefits payable to you or require payment from you any money which you directly or indirectly owe to the Company.

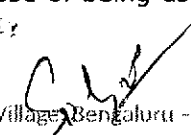
16. In the course of your training, you may be given tools, access to our system or softwares/ applications, stationery and other materials for the purpose of being used while

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undergoing training. You shall be responsible for the safekeeping, appropriate usage and rendering account of such materials in your possession. In the event of your training coming to an end, you shall return all such tools, materials etc before you are relieved from the services of the company. In case you fail to account for and return such materials within seven days of your training coming to an end, the company will be at liberty to recover the cost of the materials as per the accounts available with it from the amounts due to you on account of stipend, reimbursement of expenses and any other such dues. Besides, the company will also be at liberty to initiate appropriate proceedings in case recovery of the cost is not possible for any reason.

17. The Company is not liable to provide you the employment nor you will claim any employment with the Company post completion of the training.

18. The Company expressly disclaims any liability including criminal liability which may arise to the Company as a result of any of your unlawful acts or deeds and you further agree to keep the Company indemnified against all claims and liabilities which may arise there under.

19. If one or more of the provisions in this Offer Letter are deemed void by law, then the remaining provisions will continue in full force and effect. Any dispute that may arise between the Company and you in relation to your employment with the Company shall be subject to Bangalore jurisdiction only.

20. Any dispute arising out of and/or related to your training shall be subject to Bangalore jurisdiction only.

21. You are requested to sign in the space provided below and return one copy of this letter as token of your acceptance.

Yours sincerely,

For InstaKart Services Private Limited

**Richa Verma
Senior Director**

I accept the above terms and conditions and shall abide by them.

DocuSigned by:
Aditya Kumar
9DBB90B356F542F...

Name: Aditya Kumar

"This is an electronically generated document, hence will not be printed on letter head material."

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Annexure I

Annexure I: Your Stipend Summary

Name : Aditya Kumar
City : Lucknow, Uttar Pradesh, India

Stipend Structure	INR Annually
Total Stipend (A)	3,21,600
Stipend	3,00,000
Provident Fund (Employer's Contribution)	21,600
Total Cash Compensation (C = A+B)	3,21,600
Benefits Cost (D)	14,430
Gratuity	14,430
Cost To Company (E = C + D)	3,36,030

Note:

- Employer's Contribution to Provident Fund (maximum 12% on 1,80,000/- of Stipend per annum)
- Gratuity is at 4.81% of your Stipend and its payable on separation, subject to completion of 5 years of service in the company with the prevailing acts.
- Any tax liability arising out of these allowances, perquisites and reimbursements will be borne by the trainee.

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Anti-Corruption Screening Form
 (to be completed by in-scope applicants as defined in the Anti-Corruption HR Screening Plan, v.2020)

Notice to Applicants: The information collected herein is part of the application process, is being collected to determine if you have any conflicts of interest that may present a corruption risk or an appearance of improper influence for the position that you are applying for, and the Company reserves the right to ask for additional information beyond what is asked in this application. Furthermore, by completing this application, the applicant agrees that if subsequent developments cause the information reported herein to be no longer accurate or complete, the applicant will immediately notify the Company regarding a change in circumstances. By providing this information, the applicant certifies that the statements and information contained in this submittal are true, accurate, and complete. Any misrepresentation or concealment of information may result in the employment termination in accordance with market-specific policies.

The information collected on this form is used for recruiting and employment purposes.

1. Have you been employed by a Government Entity within the last two years, or are you currently employed by a Government Entity, or do you anticipate holding a government position/title within the next 12 months?

A Government Entity is any government department, agency, ministry, instrumentality, entity, political party, political campaign, state-owned enterprise, public international organization, recognized traditional or tribal council, or recognized traditional or royal family. In the case of political party candidacy or position, please state the office for which you are running or hold/held (ex. mayor), but do not identify the political party affiliation.

No

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