

SAGAR SPECIALITY CHEMICALS PVT LTD

3rd floor, Rawal Chambers, 339/341 Samuel Street, Mumbai -400003.
Email:- sales@sagarspecialitychemicals.com

3rd April 2023

Miss, Nuzhat Parveen
D/O Ashraf Ali
15, Karjahan Deoria, Uttar Pardesh-274201

OFFER LETTER

Dear Nuzhat Parveen

Congratulation! We are pleased to confirm that you have been selected to work for Sagar Specialist Chemicals Private Limited. We are delighted to make you the following job offer.

Job title

- Your title will be HR Officer, and you will report to the Company Managing Director.
- Your joining date will be 24th April 2023
- You will be under probation period of six months.

Working schedule

This is a full-time position requiring approximately 40 hours per week. Your regular weekly schedule will be *Monday to Friday 09:00-17:00*.

Employment Relationship

Regional
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Director Corporate Relations
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Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you.)

Cash Compensation

Salary

The Company will pay you a starting salary at the rate of INR 3,00,000 per year, payable in accordance with the Company's standard payroll schedule. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

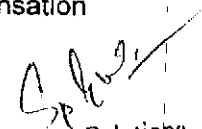
Tax withholding

All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

Tax advice

You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation


Anurag K. Verma
Director Corporate Relations
Invertis University
Bareilly


Director Corporate Relations
Invertis University



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You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Conflict of Interest policy

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Proprietary Information and Inventions Agreement

Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

Termination Conditions

The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

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Declaration

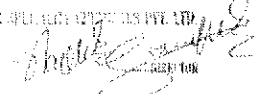
I have read and completely understood the terms and conditions of my appointment as set out in the offer of appointment issued to me. I agree to abide and bound by the terms and conditions mentioned in the aforesaid offer of appointment and I accept the same.

I hereby declared that the information is true and correct. I also understand that my willful dishonesty may render for refusal of this application or immediate termination of employment.

Signature

The employee has carefully read all of this agreement and agrees that all of the restriction set forth are fair and reasonably required to protect company's interest.

Accepted and Acknowledged

SAGAR SPECIALITY CHEMICALS PVT. LTD.

SAGAR

Mr. Hardik Ravindra Sampat

Sagar Speciality Chemicals Private Limited

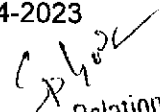
Office No. 18, Rawal Chamber, 339/341 Samuel

Date : 03-04-2023

(Signature candidate)

Registrar
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Bareilly

Date : 03-04-2023


Director Corporate Relations
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Bareilly