



K+S Fertilizers (India) Pvt. Ltd., Office No 411, 4th Floor, Good Earth
Business Bay, Sector 58, Gurgaon, Haryana - 122098

Personal/confidential

Anshu Pachauri

50-B, Ganeshnagar,
Lawyers Colony, Agra
Uttar Pradesh - 282005

Niklas Dehning
Director KSIN

Office No. 411, 4th Floor, Good Earth
Business Bay,
Sector 58,
Gurgaon 122098, India

+91 124 4035167
+971(50)2112136

niklas.dehning@k-plus-s.com

December 12, 2022

Description of Employment Terms for Territory Sales Executive position at Ratlam (Madhya Pradesh)

Dear **Mr. Pachauri**,

This is in reference to your application. We are glad to offer you above-mentioned position effective **January 16, 2023** at Ratlam, Madhya Pradesh.

We offer an initial fixed annual remuneration of **Rs. 3,96,000/-** (TFR, gross). This includes the Base Salary, House Rent Allowance, and Special Allowance. In addition, PF contribution and a performance-based variable bonus will be paid (details given overleaf).

The following outlines the terms of employment starting from 16th January 2023:

- Start KS-IN distribution business of WSF product range in select markets of Madhya Pradesh
- Establish wholesaler and dealer network in assigned markets
- People management - build a team of sales agronomists
- Planning, budgeting and follow-up
- Responsible for govt. liaison, sales, marketing, collections and profit margins
- Market intelligence on competitor's products
- Work together with internal success partners – Agronomist
- Coordinate with C&F agent for timely availability and despatches of products to the wholesaler/dealers while keeping freight costs low

As part of our employee welfare policy, we provide health, accident, and term life insurance in addition to the above-mentioned fixed annual remuneration (see overleaf for details).

You will be based at **Ratlam**, Madhya Pradesh and are expected to travel as required. Expenses will be reimbursed as per company policy.

In case of illness, the Employee is obliged to inform the Employer immediately. If the illness lasts for more than 2 working days a medical certificate must be produced.

Probation: The probation period for your employment will be six months.

Leave: You will be entitled to 15 working days paid leave in a year as per the Company's Rules, Policies and Guidelines. The details of the leaves is mentioned in the Attendance and Leave Policy.

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Sector 58, Gurgaon, Haryana – 122098, India
☎ +91 124 4035167, ✉ ks-india@k-plus-s.com
www.kpluss.com

HDFC BANK
IFSC: HDFC0002054
Bank account number: 502000392306562
GST: 27AAECK3714E1ZT

Director: Niklas Dehning
Registered address: 205 Jain Bhawan, 18/12 W.E.A.,
Karol Bagh, New Delhi, Delhi 110005, India
Corporate Identity Number: U24100DL2011FTC217958



Termination of employment: There will be one month notice period for termination of employment by either party.

Reimbursement of mobile telephone bill: up to Rs. 1,000/- per month

Details of Remuneration:

Payment component		Monthly (INR)	Annually (INR)
Base salary		17,500	2,10,000
HRA (House Rent Allowance)	40% of basic	7,000	84,000
Special allowance		8,500	1,02,000
Total Income (Monthly)		33,000	3,96,000
5			
In lieu of PF (Employers Part)	12% of basic	2,100	25,200
**Variable performance bonus (10% of CTC)			46,120
TFR (annually, gross)			4,62,00

** Eligible only if the employee is still on company payroll and not resigned as on date of payment

Additional benefits:

- Medical Health Insurance (for hospitalization only) coverage of INR 10,00,000 for self, wife and kids as nominated by you, subject to change as per the Company's discretion.
- Personal Accident Insurance benefit (Coverage: 40* monthly base salary) for self, subject to change as per company's discretion.
- Term life insurance (Coverage :2* Annual TFR)
- Provident Fund: You shall become a member of this from the date of your joining. You & the Company will contribute 12% each of the basic salary every month.
- Reimbursement of travel expenses as per the Company's policy.

This offer is valid until 15th December 2022. We request you to sign both pages and return a copy of this letter as acceptance.

Yours sincerely,

For K+S Fertilizers (India) Private Limited

Niklas Dehning,

(Director)



Narmada Bio-chem Limited

Regd. Office : "Narmada House", Plot No. 252, T. P. No. 50, Opp. Mantavya News, Sindhu Bhavan Road, Off. S. G. Highway, Thaltej-Bodakdev, Ahmedabad-380 059. (Gaj.) INDIA Ph. : *9J 79 2687J072, 26870005 Telefax: *9J 79 29705172E-mail: www.narmadabiochemdia
CIN : U24219GJ2001PLC039235



Ref No.: NBCL/HR/AL/MKT/22-23/MP03 6/019

Date: - 12.09.2022

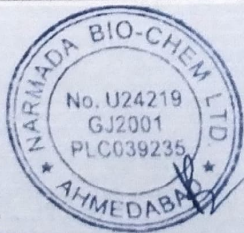
To,
Mr. Anshu Pachauri
C/O ShyamSundar Pachauri,
H No. 31/287,
Adarsh Colony,
Old Nagar,
PalikaRoad Guna,
Madhya Pradesh - 47 30 01

Mobile No:-+91 - 8630414176
Email id:-anshupachauri95@gmail.com

SUBJECT:APPOINTMENTLETTER

Withreferencetoyourapplicationforemploymentinourorganizationandsubsequentinterview,we arepleasedtoappointyou,asperthebelowmentionedcredentialsandtermsandconditions:

Sr.No.	CREDENTIALS	DETAILS
1.	Designation	"Officer - Sales & Development"
2.	Grade	M1
3.	Appointment effective from	12th September, 2022
4.	Probation Period	Six Month from DOI
5.	Place of employment	HQ - Gwalior (Madhya Pradesh)
6.	Reporting to	Sales - Head / Manager Marketing
7.	Notice Period	Two Month (After confirmation)
8.	SalaryStructure	CTC per month :Rs. 30,250/- Basic per Month: Rs. 9940/- GrossSalaryperMonth:Rs.27,144/-
9.	Other terms and Conditions including your role and responsibilities	As per annexure enclosed herewith



Employee Signature: _____



Narmada Bio-chem Limited

Regd. Office : "Narmada House", Plot No. 252, T. P. No. 50, Opp. Mantavya News, Sindhu Bhavan Road, Off. S. G. Highway, Thaltej-Bodakdev, Ahmedabad-380 059. (Guj.) INDIA. Ph. : +91 79 26871072, 26870005 Telefax : +91 79 29705172 E-mail : narmada@nbclindia.com web : www.nbclindia.com
CIN : U24219GJ2001PLC039235



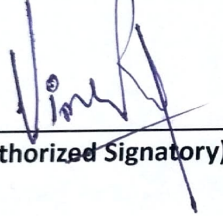
Your Employee code is **"MP036"** please quote this code prominently in all your future communications addressed to the Company.

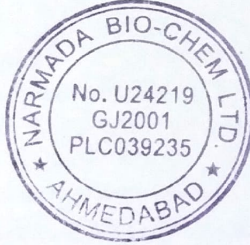
We believe that you will contribute your best towards the growth of this organization and perform your role and responsibilities sincerely for the efficient functioning of the Organization.

For our records, you are requested to return a duly signed duplicate of this letter along with the annexure as a token of your acceptance of your appointment.

Yours Truly,

FOR, NARMADA BIO CHEM LTD


(Authorized Signatory)



Enclosed: Terms and Conditions

I duly accept the appointment as above.

Name: _____

Signature: _____

Place: _____

Date: _____

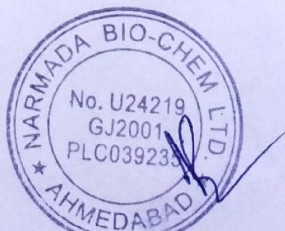
TERMS AND CONDITIONS OF EMPLOYMENT

Ref No.: NBCL/HR/AL/MKT/22-23/MP036/019
Mr. Anshu Pachauri

Date: - 12.09.2022

- 1. Rules & regulations:** Your appointment is subject to and shall be fully and totally bound by the rules & regulations of the company, formulated and amended from time to time.
- 2. Medical Examination:** You will be required to undergo medical test / examinations, while in service as and when asked by the management and if found medically / physically unfit, you will immediately be discharged from the services of the company.
- 3. Deemed Probationary Period:** You will be deemed to be on probation till you are duly confirmed in writing, after the period of probation or extension thereof. Annual increments are not automatic and will be granted solely at the discretion of the management as per company rules & regulations.
- 4. Your Engagement:** While in service, you will devote whole of your time and attention to the business and affairs of the company and without written permission of the company shall not engage yourself directly or indirectly in any business or serve whether as principal, agent, partner or employee or in any capacity, either full time or part time in any business whatsoever, other than of the company.
- 5. Salary Structure:** The monthly Total salary amount could be duly structured as per the company's rules from time to time into various components & the company shall have right to alter the remuneration structure.
- 6. Benefits:** You will be entitled to such benefits like Leave, Bonus & Gratuity. As applicable to the Company and your cadre, as per the statutory rules & guidelines of the Company, prevailing from time to time.
- 7. Transfer:** You are liable to be transferred anywhere in India, from one company to another company under the same management, to associate companies, to companies under the same financial control, to sister concerns, or one Unit / section to another or from one department to another or from office to factory or from factory to office, etc., under the same management, as required by the exigencies of our business, at the discretion of the company.
- 8. Notice Period:** During probation period or extension thereof, your services could be terminated by either party, by giving One Week written notice to the other party. After confirmation of your employment, your service could be terminated by either party, by giving Two Month written notice to the other party. In case of non – receipt of such written notice of stipulated period for termination of service, from you, you shall have to pay notice pay, in lieu of such notice and such sum shall be adjustable against full & final settlement of your dues whatsoever.
Disclosure of Information: In the capacity of employee or otherwise you agree that you will not disclose any information or part with any data, papers, reports, or any other documents pertaining to the activities, operations, or working of the company and on projects of any client to any colleague in the company or any outside person, organization or any other body, without prior written permission of the company's Director(s).
- 9. Professional Discipline:** You shall ensure full professional discipline, in its right perspective in the office as also during negotiations and discussions with the clients, as expected from a professional. You shall ensure adherence to strict professional ethics without any compromise on any matter and shall put your best and maximum in the jobs assigned to you from time to time and strive to protect and further the interest of the company to the maximum.

Employee Signature: _____



NAME OF EMPLOYEE: **Mr. Anshu Pachauri**

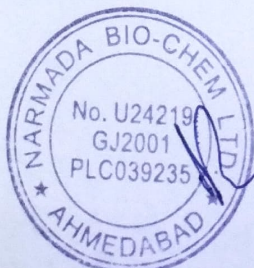
- 10. Disciplinary Action:** The Company shall have right to take suitable disciplinary action, as per applicable model standing orders, company rules & regulations and terms & conditions of your employment with us.
- 11. Date of Birth:** Your date of birth is **Sixteen (16) Four (04) Nineteen Ninety Six (1996)** as per the proof of age submitted by you.

Your retirement from the services of the company will be on your attaining the age of 58 years or anytime due to physical \ mental disability or infirmity or continued ill health or for any reason due to which you are found unable to carry out your duties as required or your having been found non-performer or guilty of fraud, dishonesty, gross negligence, violation of any law, damage to company's properties or lost confidence and trust of the management, etc.

However, your period of service could be extended on your attaining the age of 58 years, at the sole discretion of the management and you're having been found medically and physically fit. In any circumstances whatsoever, you shall have no right to claim for such entitlement, on your attaining the age of retirement, as said above.

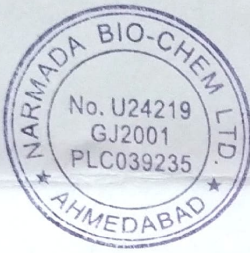
- 12. Company's Properties:** During the entire service tenure, whatever the company's properties like, manuals, standards, drawings, internet, electronic equipment's, records, furniture, vehicles, stationary etc. facilities, amenities and likewise any such property handed over to you for the company's business purpose and/or being utilized by you and/or in your custody \ control, shall be safeguarded and positively utilized by you for the company's business and as per guidelines prevailing from time to time.
- 13. Change in Address:** All communications sent to you by post at the address given by you shall be deemed to have been properly sent by us and received by you, unless you advise us in writing of your change in address.
- 14. Responsibilities and Accountabilities:** Your responsibilities and accountabilities shall be as you have been appraised & entrusted, initially and from time to time, besides that of normally attributable & attached to your appointment & position in the organization.
- 15. Fidelity:** Further, You shall indemnify and keep the company indemnified from any amount that the company may be liable to pay by any court of law or any other authority, deemed or action as may be brought against the company due to non-compliance by you - if any and subsequent to your separation in any circumstances - to respond positively for want of any such details \ information, etc. if any, as per obligations under this clause.
- 16. False Declaration:** In the event of any declaration given to the company found to be untrue, you will be disqualified from holding any post and will be relieved without any notice, at any time. In such eventuality the management reserves its right to recover all amounts paid to you, since the appointment was based on wrong declaration and or representation made by you and / or any essential information suppressed by you.
- 17. Jurisdiction:** Only courts in AHMEDABAD shall have jurisdiction in respect of any disputes, differences, applications, suit, appeal or other legal proceeding whatsoever.

Employee Signature: _____



NAME OF EMPLOYEE: Mr. Anshu Pachauri

As a token of your acceptance of these terms & conditions, please sign the duplicate of these terms & conditions and return the same to us.



(Seal of the Company)

(Authorized Signatory)

I have carefully read the terms and conditions of my employment and rules and regulations of the company and I have fully understood the same and hereby accept the same, entirely.

Name: _____

Signature: _____

Place: _____

Date: _____

Sep 10th, 2024

To,
Anshu Pachauri
Bhopal

Sub: Offer cum Appointment Letter

Dear Anshu Pachauri

It gives us immense pleasure in offering you a time-bound assignment with Netlink Software Pvt. Ltd. (The Company) as one of its valuable members.

TERMS AND CONDITIONS:

1. You will be designated as **"GIS Operator/Engineer"** and will report on your joining to your **"Designated Supervisor"** for your further assignments.
2. Your monthly CTC is **INR 31,500/- (Rupees: Thirty-One Thousand Five Hundred Only)**. Details of your compensation are outlined in Annexure I.
3. You will be on probation for six months commencing from **20th Sep 2024**. You may be considered for a suitable employment in the Company subject to the satisfactory completion of the probation period.
4. Your engagement implies that you will undertake work mandated by your designated supervisor, which the Company may require, and that you will be prepared to travel, as per company norms.
5. Your employment will be subject to you undertaking that you will agree to transfer as required to any of the Associated Companies and/or location in India.
6. Your engagement with Netlink is specific to the **Urban Data Analytics Centre (GIS Based) at UADD Project** and shall be valid only till the tenure of the project.

7. Termination:

(i) *Termination by notice:*

1. During Probation Period:

- **Termination by Netlink:** No notice period is required to be served by Netlink during the probation period and the employment is subject to immediate termination. There will no dues other than any unpaid salaries that Netlink shall be liable to pay in such circumstances.
- **Termination by Employee:** The employee is required to serve a notice period of 60 (Sixty) days or basic salary in lieu of such notice period.

2. Post completion of Probation Period:

- **Termination by Netlink:** Your engagement will be subject to termination by Netlink by providing 30 (Thirty) days of notice or basic salary in lieu of 30 days.
- **Termination by Employee:** The employee is required to serve a notice period of 60 days or pro-rated basic salary payment of such shorter notice period. However, such shorter notice period has to be decided in conjunction with your manager and Human Resources Policy. Such shorter notice period cannot in any case be less than 45 days.

Netlink Software Pvt. Ltd.

Bhopal: 5th Floor, Center Point, T.T. Nagar, Bhopal-462003 (MP) India. Ph.: +91-755-6672000/6671960 Fax: +91-755-6671949

Mandideep: D-6, Industrial Area, Mandideep-462046 (MP) India. Ph.: +91-7480-660100

USA: 999, Tech Row, Suite 101, Madison Heights, MI 48071

Resigning before completing one year of service you will have to refund the Company all or any expenses incurred by the Company on account of your training.

In scenario you avail any kind of training/certification course on company expense or company reimburses you for anything such then you need to serve at least one year post completion of the training/certification course. If the condition is not full filled then you need to refund the expense incurred by the company.

(ii) Termination by Cause

The Company may end your employment without notice (or payment in lieu) if, in the opinion of the company, you engage in unacceptable behavior that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, the company and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

8. You will be governed by the Company rules along with the rules and regulations at the site of the Company's customer regarding hours of work and other conditions of engagement.
9. As per the NDA (Non-Disclosure Agreement) signed by you, you will not disclose any information about the interest or business of the Company or any affiliated Companies to any unauthorized person, either during or after your employment with the Company, for any reason.
10. You shall not communicate to public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company's affairs unless you are authorized by the management to do so.
11. The Company reserves the right to alter or modify its working days / hours. This is a position of continuous responsibility and does not entail payment of extra time or overtime or shift allowance. There shall be holidays as per the guidelines of the relevant customer of the Company.
12. In the event of any disputes arising out of the terms of this letter the same shall be settled within the jurisdiction of courts at Bhopal, Madhya Pradesh.
13. You shall not communicate to public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information, or documents, official or otherwise relating to the Company's affairs unless you are authorized by the management to do so.
14. As per the Company policy, those who join after 25th of any month will get their first payroll processed in the subsequent month only.

As much as your association with the Company will be governed by the terms of the offer made in this letter, it will also be guided by the core values and beliefs of our organization.

The terms set out in this letter may be changed according to the exigencies of situation arising in future.

Please sign on every page of this offer cum appointment letter and return a duplicate copy to signify your acceptance of the above terms and conditions.

We welcome you to the Company, and look forward to a long and mutually beneficial association.

Yours sincerely,

for **Netlink Software Pvt. Ltd.**



Manager - HR

Netlink Software Pvt. Ltd.

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Annexure: I

Employee's Name: Anshu Pachauri

Status: Probation

Salary Components			
	Heads	Per Month	Per Annum
Fixed			
A.	Basic	12,600.00	1,51,200.00
B.	HRA	5,040.00	60,480.00
C.	Conveyance Allowance	1,600.00	19,200.00
D.	Statutory Bonus	583.00	6,996.00
E.	Special Allowance	10,165.00	1,21,980.00
	Sub Total A	29,988.00	3,59,856.00
Employee Benefits			
A.	Employer Provident Fund	1,512.00	18,144.00
	Sub Total B	1,512.00	18,144.00
	CTC(A+B)	31,500.00	3,78,000.00

Note: -

- 1) PF and other statutory taxes will be deducted at the prevailing rate under the respective government acts.

Yours sincerely,
for Netlink Software Pvt. Ltd.



Manager - HR

UNDERTAKING

1. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on or before **20th Sep 2024** failure to which this offer shall be deemed cancelled.

Date:

Signature: _____

Netlink Software Pvt. Ltd.

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