

Date: 25 Mar 2022

Ref: RIL/80008794/12653915/250322/1201

Dear SAURABH BHOIR,

Letter of Appointment

With reference to written tests / interview you had with Reliance Group of Companies, we are delighted to appoint you in the position "Diploma Engr Trainee - Chem" in Group, based upon following terms and conditions.

Documentation

This appointment letter consists of the below mentioned attachments:

- A compensation term sheet
- Components of Compensation
- Terms and conditions
- Other applicable paperwork based upon your specific needs

You are required to read these before you commence your employment

01. Place of Posting

Your initial place of posting will be at the place of your training. During your training period, you may be posted / transferred / to any of the offices / projects / divisions / departments / units of the company existing or to be set up at any location in India or abroad without any additional remuneration. Your services are also liable to be transferred to any of the group companies.

You will report for training on or before **01-Apr-22** failing which this letter of appointment shall automatically stand withdrawn and cancelled.

02. Mandatory Criteria:

- i. Score eligibility:
Your appointment is subject to your securing minimum CGPA of 6.0 / 60% & above marks over 8 semesters, wherever applicable.
- ii. Pre-employment Medical Check:
Pre-employment Medical Check clearance from RIL certified doctor. System generated information will be received for initiating the same on acceptance of this appointment letter.

03. Confirmation:

You will be under training for a period of from the date of joining the Company. During training you will be undergoing various assessments at the end of which there will be a final assessment. Your confirmation on permanent rolls of the company solely depends on the discretion of the management and the same is not a matter of right in any manner whatsoever.

Management reserves the right to terminate your training either during the training period or on completion of the same without assigning any reasons whatsoever.

(This letter is computer generated and does not necessarily require a signature)

Date 25 Mar 2022

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We would also like to draw your particular attention to our Values and Behaviours. We have six values that express our shared understanding of what we believe, how we aim to behave and what we aspire to be as an organisation. Our values are about delivering customer value, having an ownership mind-set, showing respect and integrity, pursuing excellence and being one team.

Next Steps

This is system generated appointment letter based on the offer letter received. Please confirm your acceptance of this appointment letter by clicking 'Accept' button online. This letter of appointment shall automatically stand withdrawn in case we do not receive your acknowledgement online within ten days from receipt of this letter.

This offer of employment is subject to you providing all of the information and documentation requested BEFORE you commence employment with us. All information / documentation submitted by you will be considered as submitted on your own freewill and consent.

This appointment is confidential and you must not discuss this or disclose any documentation related to it with anyone other than your immediate family. Any disclosure of the details of this offer to a third party other than your immediate family may result in withdrawal of the offer.

We reserve the right to withdraw our offer of employment/terminate your employment with us without assigning any reason whatsoever thereof, or delay your start date if you do not provide the required information and documentation within the required timelines or if during this process you intentionally leave out any information or provide any information which is inaccurate or untrue.

In case of any dispute regarding interpretation of any word or clause of this letter, the decision of the management shall be final and binding.

We look forward to your joining our team for a long, successful and pleasant association.

**Sincerely yours,
Reliance Industries Ltd.**

Authorized Signatory

(This letter is computer generated and does not necessarily require a signature)

Date 25 Mar 2022

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Reliance Corporate Park Thane - Belapur Road, Ghansoli, Navi Mumbai - 400 701, India
Phone : +91-22-4477 0000 Fax : +91 22 4471 0111

Register Office - Maker Chambers IV, 3rd Floor, 228, Nariman Point, Mumbai - 400 021, India. CIN - L1710MH1973PLC019786

ANNEXURE A

1.1 Annual Compensation Summary

ANNEXURE 1.1 - A		
Name: SAURABH BHOIR		
Compensation Breakup	Monthly (INR)	Annual (INR)
Basic Pay	8,294	99,533
House Rent Allowance	6,000	72,000
Residual Choice Pay	0	0
Insurance		
Group Personal Accident Insurance Premium (GPAI)	57	679
Group Term Life Insurance Premium (GTLI)	307	3,688
Medical Insurance Premium* (Self, Spouse, 3 Dependent Children & Dependent Parents)	3,947	47,369
SUB TOTAL - I	18,606	2,23,269
Employer's Contribution to Provident Fund: PF (12% of Basic Pay)	995	11,944
Gratuity (4.81% of Basic Pay)	399	4,788
SUB TOTAL - II	1,394	16,731
TOTAL- FIXED PAY [I + II]	20,000	2,40,000

Residual Choice Pay can be distributed among the following Tax Friendly elements - HRA, LTA, Conveyance Allowance, Office Wear Allowance, Children Education Allowance, Food & Beverage Coupons, Gift Vouchers and Fuel & maintenance Expenses. Remaining amount will be paid as "Residual Choice Pay", as applicable.

5.2.1

SUDARSHAN

Sudarshan Chemical Industries Limited
46, MIDC Estate, Dhulew, Roha,
Dist. Raigad 402116, India
Tel: +91 2194 263 541 Fax: +91 2194 263 602

February 03, 2021

Emp. No. : 2800080
Ms. VARSHA JADHAV,
Tal-Roha, Dist-Raigad,
Roha-402304.

Dear Ms. JADHAV,

Congratulations!

With reference to your application and subsequent interview you had with us we are pleased to employ you in PV - 23 Department as Graduate Trainee Technician Grade OFTC having cost center R4208 of Pigment Division at ROHA on the following terms and conditions.

Your term of employment will be effective from February 03, 2021 and shall continue to be in force unless otherwise terminated.

1. Reporting Structure:

Your first reporting manager will be Mr. / Ms. RAKESH DEORE

2. Working Hours

Normal working hours will be as per company policy from time to time. If you are put in shift, your working hours will be as per the shift schedule as per company policy from time to time.

3. Leaves

You are required to follow leave policy as mandated from time to time in due consultation with your immediate superior.

4. Gross Monthly Remuneration (Refer to Annexure - I)

You will be entitled to a gross monthly remuneration of Rs.8214.00/- (EIGHT THOUSAND TWO HUNDRED FOURTEEN Rupees Only).

Basic Salary	5000.00
HRA	1000.00
LTA	320.00
Child Education	800.00
Other Allowance	1494.00

Sudarshan Chemical Industries Limited
Global Head Office :
162 Wellesley Road, Pune - 411 001, India
Tel: +91 20 260 58 888 Fax: +91 20 260 58 22
Email : contact@sudarshan.com
www.sudarshan.com



5-2-1

ARCHROMA INDIA PRIVATE LTD.

9th Floor, 'D' Building, MBC Park,
Near HyperCITY Mall, Ghodbunder Road,
Kasarvadavali, Thane (W) 400 615
Maharashtra, India.

www.archroma.com

CIN : U24246MH2013FTC242571

January 31, 2022

To,
Ms. Disha Dighe
Roha.

Apprenticeship

Dear Ms. Disha,

We are pleased to inform, you will be on **Apprenticeship** for one Year starting from **February 01, 2022** in our Production at Roha Site and report to Mr. Atul Ingle, Shift In-charge. The Project details will be explained at the time of joining.

During this period, you will be paid stipend of Rs. 10,000/ pm.

Kindly report at Archroma India Private Limited, 113/114, MIDC Industrial Area, At: Dhatav,
Post- Roha (A.V.) Taluka Roha, Dist. Raigad (M.S.)- 402116

Yours faithfully,
For Archroma India Private Limited

D Anand Edwin Raj
Head of Human Resources

