

syngenta

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CONFIDENTIAL

Date: 17 December 2019

Mr. Dhananjay Laxman Bhagawat
At/Post- Nandur khandarmal Tal-Sangamner Dist- A.Nagar

Pune 422605

Sub: Offer and Letter of Appointment

Dear Dhananjay Bhagawat,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of Junior Chemist in Work level 2A based at Goa.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

The terms and conditions of your appointment are set out as below. This offer is subject to you being medically fit; verification of your credentials/documents and satisfactory checking of background/character from the references. In the instance that any of the above are reported as unsatisfactory, this offer letter becomes null and void.

Please return the duplicate copy of this letter, duly signed by you, as acceptance to the terms and conditions.

1 Code of Conduct

The Syngenta Code of Conduct, forms an integral part of your terms of employment with Syngenta. It shall be your endeavor to translate the Code into reality.

It guides each of us to demonstrate the highest standards of ethical conduct combined with our business performance. It is the foundation on which our reputation and our Company is built. A copy of the Company's Code of Conduct is enclosed.

2 Duties

The Company expects the employee to perform the duties allotted to him/her in a responsible manner. In this connection he/she shall:

- faithfully safeguard the interests of the Company;
- comply with the general regulations and any special instructions issued to him/her;
- not engage in any other gainful activity in so far as it is incompatible with his/her obligations to the Company; in all cases of doubt he/she shall obtain written authorization from the Company;




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and the same shall be deemed to have been accepted by the employee. This contract shall be adjudicated upon or decided in the first instance by the appropriate court in Pune.

10 Commencement

This contract shall take effect from a date mutually agreed between yourself and the company but not later than 02 January 2020. You will confirm in writing the actual date of joining to the authorized signatory of the Company.

The employee shall be on probation for a period of six months, on satisfactory completion of which he/she will be confirmed in the Company's employment automatically unless it is informed in writing to the contrary. However, the period of probation may be reduced or extended at the discretion of the Company.

In consideration of the employee's service, the Company hereby undertakes to pay the employee basic salary and other benefits as set out hereinafter. The details are available in the annexure for your reading and must be treated as confidential.

11 Other terms and conditions

It is hereby agreed and declared that a residential accommodation (whether owned or leased / tenanted to the Company), if any provided by the Company basis applicable policy, to the

employee shall be by reason of his/her employment with the Company and that the employee shall be Trustee for the Company in respect of such residential accommodation.

It is further agreed and declared that in the event of the employee being in occupation of any residential accommodation provided by the Company to the employee at the time of ceasing to be in the employment of the Company for whatever reason, he/she shall vacate the same forthwith and hand over the same to the Company and that his failure to do so will constitute a breach of trust and gross and willful misconduct on his/her part.

The employee agrees that in such event the company is hereby authorized to withhold payment of and other dues of the employee till such time as he/she hands over to the Company vacant possession of the residential accommodation provided to him.

The employee confirms that the flat shall be occupied by himself / herself and his / her family members, viz. his/her spouse, his/her sons, his/her daughters and nobody else. He/she admits that he/she and his/her family members mentioned above shall be the licensees of the company in respect of the flat and that neither he/she nor any of his/her family members shall set up a possessory title against the Company in respect of the flat while they are in possession of the flat. In all other matter of day to day working conditions like hours and place of work, leave benefits, etc., the employee shall be governed by the Company's policies, rules and regulations for the time being in force. Company also has all the rights to change and amend the company policies as necessary.

12 INTELLECTUAL PROPERTY

12.1 You agree that the Company shall own all Intellectual Property (as defined below) discovered or created by you (whether by yourself or jointly with others) during the term of your employment or which is based on or derived from any confidential information belonging to




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