



AMD Industries Limited

(Mfrs. of : Crown Caps, PET-Preforms, Plastic Closures, Bottles & Jars)

ISO 9001-2015 & FSSC 22000 Company
(CIN : L28122DL1983PLC017141)

Sales & Regd. Office:

18, Pusa Road, 1st Floor, Karol Bagh
New Delhi-110 005 (India)

Ph. : 011-46830202, 28750650

e-mail : amdgroup@amdindustries.com

website : www.amdindustries.com

AMD/HO/HRD/P-231/2021

Rajesh Rohilla
S/O Shyam Sunder, Plot No.27-28,
1st Floor, Pocket 12, Opposite
Vikas Bharti Public School
Sector 24 Rohini, North
West Delhi-110085

Date: 01/07/2021

Appointment Letter

Dear Mr. Rajesh Rohilla

With reference to your application and subsequent interview you had with us, we are pleased to appoint you to the position of **Chief Financial Officer** in AMD Industries Ltd. The Terms and conditions of appointment are enumerated below for your consideration and acceptance:

- a. **Commencement of Employment:** Your employment will be effective with AMD Industries Ltd from 01/07/2021.
- b. **Location** Your posting will be at **Head Office**. However, your services are liable to be transferred / assigned anywhere in India, to any office / Establishment / Branch / Company and / or any member or sister concern of the Company.
- c. **Reporting:** You shall report to the **Managing Director** of AMD Industries Ltd.
- d. **Remuneration:** Your consolidated CTC will be **34,00,000** Lakh /annum. The remuneration shall be subject to applicable taxes and the company may withhold there from any amounts as are required to be withheld pursuant to applicable law. Any tax liability arising in respect of payments made pursuant your remuneration shall be borne solely by you. The break up is furnished in Annexure 1.
- e. You would be on a probation for a period of six months, during which you would be under observation. In case of non-satisfactory performance your services can be terminated without assigning any reason at the sole discretion of the competent authority. Under such circumstances you would not be entitled for any notice/notice period salary in lieu thereof. The period of probation can be reduced or extended as decided by the Competent Authority depending on the performance observed.

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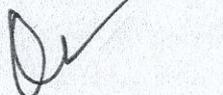
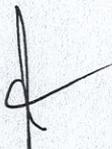
- f. After successful completion of the probation period, your services will be confirmed in the Organization, however attaching great importance to work. In case of any default on any account, such as slackness to work, non-observation of punctuality, back biting, misbehavior with seniors and other related activities of misconduct, the company may terminate your services at its absolute discretion after giving one month's basic salary in lieu of the notice period without assigning any reason.

Similarly if you do not want to continue you shall be at liberty to resign from the services after giving one month's notice or surrendering one month's salary in lieu of the notice period.

- g. The emoluments mentioned above can be splitted at any time into various components at the sole discretion of the Management.

You shall observe the following standards:

- i. The company will expect you to work in any section in which you are placed, with a high standard of initiative efficiency and economy.
 - ii. You will devote your entire time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remunerator, except with the written permission of the Management.
 - iii. You will not seek membership of any local or public bodies without first obtaining written specific permission of the Management.
 - iv. You will treat all informations received by you during the course of your service with us and thereafter relating to the products, systems and processes whether received from the company's foreign collaborators or otherwise as confidential. You will not divulge such confidential information to anyone in any manner whatsoever and howsoever which may be damaging to the interest of the Company and or the foreign collaborator except for bonafied use of such information during and for the performance of your duty or with the written permission of the Company. Such confidential information is a valuable proprietary right of the Company and or of foreign collaborators and includes all drawing, plans, notes memos, printed documents etc.
 - v. You shall conduct yourself as a valued employee of the company and such conduct should stand as an example for others to uphold the dignity, prestige and public image of the company
- h. This appointment is subject to your not being a partner or relative of the Director of the company within the meaning of Section 314 of the Indian Companies Act, 1956. A list of the Directors is available in the office of the Company for your perusal.



- i. The appointment or its continuance is further subject to your remaining medically, physically and mentally fit. If so desire the Company can refer you to the Medical Practitioner nominated by the Company.
- j. Please note that no notice will be necessary for termination of services, if the management finds that the particulars supplied by you in your application for appointment are false.
- k. Your services will be governed by the Rules which are either framed or amended from time to time or in force for the time being.
- l. That you will be just and a faithful employee of the Company in all matters and shall not at any time divulge to any person whoever and shall use your best endeavor to prevent the publication of disclosure of any trade secret or manufacturing process or any other information concerning or in respect of the items as manufactured by the company or dealing transactions or affairs which may come to your knowledge.

Further, you will give to anyone, by word of mouth or otherwise any particulars / or details of our manufacturing process, technical know-how, security arrangements, administrative and / or organizational matters whether confidential, secret or otherwise which you acquire during the course of your employment at any time, while in employment or afterwards

- m. That during the course of your employment you will discharge your duties efficiently and diligently to the best of your ability and shall devote your whole time and attention to the interest of the company and generally carry out duties and work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the Directors of the company. You shall honestly, diligently and faithfully serve the organization and use your utmost endeavor to promote the interest of the Organization.

That during the period your employment you will not work directly or indirectly for any other person, firm and Company, whether with or without remuneration, nor will you engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner adviser or in any other capacity

You may send on an assignment or for training to any place whether in India or abroad, at the sole discretion of the company. During the course of such assignment / training you shall be governed by the terms and conditions of service applicable to your category of employees at such place, subject however to rules, regulation and other laws of the Government of India and such other place. That you will keep us informed of any change in your residential address, civil or marital status and other such matters.

- n. If you are already in service elsewhere, you must obtain the permission of our employer and produce a clear discharge certificate from him.
- o. If at any time during your employment you will be found guilty of any act of misconduct or any willful breach or continuous negligence in the terms of this appointment letter of rules or dereliction of duties, disobedience of the instructions given to you from time to time, the management may, without any notice or payment in lieu of any notice, put an end to you services and determine the employment with the Company. You will be deemed to have brought about such a situation by your misconduct compelling the

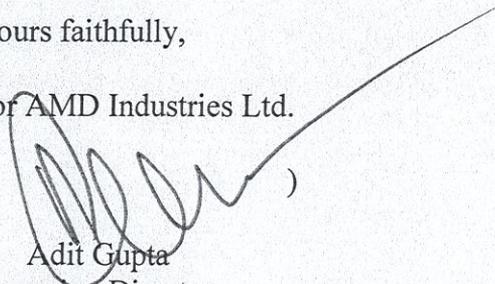
- o. management to put an end to your services and in addition you shall be liable for all loses, damages to the Company.
- p. In all matter not specifically provided for herein such as Leave, Medical Benefits, Travelling Allowance, Provident Fund, Gratuity, Superannuation, etc. You will be subject to the rules and regulation of the Company as may be in force from time to time at the place where you may be working.
- q. Notwithstanding anything contrary to this contract, will be treated as having been concluded at New Delhi for all purposes.
- r. You will retire from the service of the Company on attaining the age of 58 years.

If you accept the above terms, you are requested to return the duplicate copy of this letter of appointment, duly signed by you in token of your acceptance

Thanking you,

Yours faithfully,

For AMD Industries Ltd.

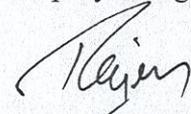
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Adit Gupta

Managing Director

Cc to: Chairman/HO Accts Dept/HRD Dept.

For Employee Signature

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Rajesh Rohilla

Chief Financial Officer