

# RYT LIFESCIENCES PVT LTD

H-0408, Tivoli, Godrej Garden City,  
Jagatpur, Ahmedabad-380059, Gujarat, India



01-Sep-2023

To,

Sunidhi Chauhan,

Subject: Offer cum Appointment Letter (the "Appointment Letter")

Dear Ms. Sunidhi Chauhan,

We are pleased to offer you the position of **Data Coordinator**. It is in our opinion that your abilities and experience will be the perfect fit for our company. Your date of joining and commencement of employment is 01-Sep-2023 and your place of work will be Home-based. In this role, you will be required to take full ownership over the study lifecycle and support the project team with site oversight activities. You may be assigned additional responsibilities based on organisational requirements.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure B. This appointment is subject to the Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, attached as Annexure A and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, by countersigning a copy of this letter below.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,

*Neeta Raghuvanshi*

Neeta Raghuvanshi  
Director – Human Resources

Sunidhi Chauhan

Annexure A - Terms and Conditions of Employment

Annexure B - Compensation & Benefits

Annexure C - Employee Confidentiality, Invention & Non-Solicitation Agreement

Annexure D – List of essential documents

*VS*  
Training & Placement Cell  
Swami Rama Himalayan University  
Dehradun (Uttarakhand)

**Annexure A**  
**TERMS AND CONDITIONS OF EMPLOYMENT****1. DATE OF APPOINTMENT**

- I. Your appointment is effective from the date of joining as mentioned in your Offer-cum Appointment Letter.
- II. This appointment is conditional and subject to satisfactory and positive clearance of specific background check on you. You agree that the Company reserves the right to withdraw the appointment letter or terminate your employment as the case may be, without further notice and any liability, if such clear and positive background check is not obtained. The results, if negative shall be conveyed to you. However, the decision of the Company in regards to background check shall be final and binding on you.

**2. TERMS AND SCOPE OF EMPLOYMENT**

- I. You will be employed in the position as mentioned in your Offer-cum Appointment Letter.
- II. As discussed, and agreed with you, the detailed description of your job and the nature of your duties will be given to you on the date your employment commences. You acknowledge and agree that your job description and the nature of your duties may be changed by the Company in its absolute discretion based on the Company's need, which you agree to accept.
- III. You shall be a home-based employee whereby your regular work location is not a RYT office and your specified working hours will be rendered from your home from a location within the boundaries of India. The company reserves the right to roll back / cancel the home-based work agreement at any given point of time for reasons specific to its nature of business.
- IV. While you are in the employment of the Company, you would be governed by the Employee Confidentiality, Invention & Non-Solicitation Agreement, which is annexed as Annexure B.
- V. You will retire from the Company at the age of 60 years. For determination of age, the details in the documents furnished by you and verified by the Company at the time of joining, will be deemed to be final and binding.

**3. DUTIES & RESPONSIBILITIES**

You agree that, during your employment with the Company you must:

- I. perform to the best of your abilities and knowledge the duties assigned to you by the Company from time to time, whether during or outside business hours and at such places as the Company requires;
- II. serve the Company faithfully and diligently to the best of your ability;
- III. use all reasonable efforts to promote the interests of the Company;
- IV. act in the Company's best interests;
- V. comply with all lawful directions of the Company from time to time;
- VI. effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company to assign such duties and responsibilities.
- VII. comply with all laws applicable to your position and the duties assigned to you;

(During the course of your employment with the Company, you are required to devote your full time and attention during working hours to the performance of your duties. You must not, at any time during your employment (either during working hours or outside), except with the Company's prior written approval, undertake any work, or be in any way concerned or be interested in any business or activity which may, in the



Company's opinion, adversely affect the proper performance of your duties, the Company's business or its reputation.

You confirm that you are not currently subject to a non-compete, confidentiality or any other employment agreement that would interfere with your ability to work for the Company in the position offered. You agree that this position is full-time employment and that you will not provide services for remuneration other than to the Company without the prior written consent of the Company or be interested in any outside activity which could cause an actual or potential conflict of interest with the Company. All conflicts or potential conflicts of interest must immediately be disclosed by you to your manager and/ or Human Resources team. It is a condition of your employment that you disclose any such conflicts before you join the Company and that you disclose any others that arise during your employment.

#### **4. COMPENSATION & BENEFITS**

I. Your current total compensation per annum (CTC) is attached hereto and incorporated herein as Annexure B, which will be payable in accordance with applicable laws, rules and regulation and net of statutory deductions.

II. Benefits as applicable are subject to modification, suspension, substitution or discontinuation at the Company's sole discretion.

##### **III. Statutory Benefits**

You will be eligible to Provident Fund benefits as per applicable statutory laws and Company policy. You will also be eligible to Gratuity benefit as per applicable statutory laws and the Company's policy.

##### **IV. Discretionary Benefits**

The Company may, at its discretion, from time to time provide you with other benefits. The Company may cease providing these benefits or change the basis on which it provides them at its discretion, and you do not have an entitlement to continue to receive these benefits or to receive any other payment or benefit in lieu.

V. Should you be opting for a flexible work arrangement, the necessary provisions will be extended to you in line with the policy. Please refer to the employee handbook for additional information.

VI. Unless you are advised in writing that a benefit or item of compensation is part of your CTC, it will be a discretionary benefit to which this clause applies.

##### **VII. Discretionary Bonus**

You will be entitled to participate in the Company's discretionary bonus plan as applicable to your position from time to time. The payment and amount of any bonus is subject to the rules of the bonus plan at the time. Notwithstanding the above, the Company may rescind, change or replace the terms of the bonus plan at its sole discretion.

#### **5. LEAVE, NATIONAL & PUBLIC HOLIDAYS**

I. You will be entitled to leaves in accordance with the Company's Leave Policy in place from time to time, subject to applicable law.

II. You are entitled to public holidays in accordance with the local laws of the state as per the location of working mentioned in the Appointment letter.

III. Please refer to the employee handbook for detailed provisions of Company Leave Policy.

IV. Upon termination of your employment for any reason whatsoever, any outstanding accrued vacation shall be paid to you as per the policies of the company and applicable law.



## 6. HOURS OF WORK

You will be required to observe the working hours as prescribed by the Company from time to time. You acknowledge and confirm that due to business exigencies you may be required from time to time to work in excess of the normal business Hours or outside normal working days as necessary to perform your duties and responsibilities.

## 7. COMPANY POLICIES

- I. It is an express condition of your employment that you agree to uphold RYT Lifesciences commitment to ethical business practices as detailed in RYT Lifesciences's Code of Conduct and any associated documentation as amended over time. You will be covered by the RYT Lifesciences Code of Conduct, a copy of which is available on RYT Lifesciences's website and is subject to change from time to time. You are expected to read the RYT Lifesciences Code of Conduct carefully and refer to the same at all times. By signing this letter you accept, understand and agree that you will complete such other process as determined by the Company, constituting your personal commitment to comply with the RYT Lifesciences code of Conduct and other associated policies.
- II. You will be required to apply and maintain the highest standard of personal conduct and integrity and comply with RYT Lifesciences's Code of Conduct, the terms of this letter and/or any other Company policies and procedures. Any violation of the same can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

## 8. CONFIDENTIAL INFORMATION

- I. You acknowledge that during your employment you will have access to confidential and proprietary information regarding the intellectual property, customers, suppliers, agents and employees which is confidential or is commercially sensitive to the business of the Company and/or the RYT Lifesciences Group, and therefore you will be required to sign the Employee Confidentiality, Invention & Non-Solicitation Agreement, attached to the Appointment Letter as Annexure C.
- II. **Non-Compete:** As you will have access to confidential and proprietary information regarding the customers and business of the Company and/or the RYT Lifesciences Group, you agree that you will not be concerned, either directly or indirectly in any business lines/divisions outside of the Company or the RYT Lifesciences Group during your employment which compete with or are likely to compete with the Company or the relevant business lines/divisions of the Company or a RYT Lifesciences Group Company.
- III. The covenants in sub-clauses 8(b) above are for the benefit of the Company itself and for each RYT Lifesciences Group Company. In the event of any breach of these covenants the Company and/or RYT Lifesciences Group Company reserves the right to seek specific performance of these covenants including (without limitation) damages and/or injunctive relief.
- IV. You acknowledge and agree that the provisions of this clause are reasonable in their application to you and necessary but no more than sufficient to protect the interests of the Company and/or the RYT Lifesciences Group Company.

## 9. DATA PROTECTION

- I. The Company processes personal data relating to its employees for a range of legitimate human resources, business, administrative and safety/security purposes.
- II. You agree that the Company may disclose your name, contact details, gender and such other information as is necessary to facilitate your enrolment in, and continuing membership of, any plan provided by or on behalf of the Company (including any pension plan). By signing these Terms and



Conditions of Employment as part of your appointment you are also consenting to the processing of all such 'non sensitive data' and this will be deemed to continue whilst you remain a member of the plan(s). From time to time, you may also be asked to provide 'sensitive data' such as medical details and the like but you will be asked to specifically consent to the processing of such sensitive data at the time it is provided.

- III. The Company reserves the right to monitor the use of its resources, including use of email, the internet, the Company's intranet, your PC/laptop, telephone and/or any mobile phone issued to you.
- IV. In accordance with the requirements of ICH GCP E6 (R2) sections 2.8 and 5.0.4, you provide irrevocable consent to the company to provide training records, transcripts, dates of certification, completion scores, lists of outstanding trainings and any other information related to training and training records in response to any internal or external party's reasonable request for such information in connection with a study, audit related to studies or other inquiry to which the company deems it must respond.

#### **10. COMPANY PROPERTY**

On retirement, resignation and/or on termination of your employment (either immediately upon request or before the last day of employment at the latest, whichever is earlier) you are required to return to the Company all Company property including any Company car, Company credit card, mobile phone, tablet (if applicable), your security pass and/or keys, computer, laptop plus hard and software (including discs), data in any form and all documents in whatever form (including notes and minutes of meetings), customer lists, diaries, address books, computer printouts, plans, projections, publicity material, brochures, price lists together with all copies (irrespective of by whom and in what circumstances such copies were made) which were in your possession or under your control.

#### **11. DEDUCTIONS**

- I. You agree that the Company may deduct from your compensation (including leave encashment, pay in lieu of notice etc.) any amounts, which are owed by you to the Company or any amounts in respect of damage to Company property caused by you or to replace Company property that you fail to return to the Company or which are required under any other Company policy, guideline or procedure or under the terms of this letter.
- II. You agree to inform the Company as soon as reasonably possible in the event of any overpayment of compensation or expenses and refund the same to the Company.

#### **12. NOTICE & TERMINATION**

- I. During the Probation Period, your employment may be terminated at any time:
  - a. by you giving to the Company 1 month written notice; or
  - b. by the Company giving you 1 month' written notice or by paying you an amount equal to 1-month Gross Salary, less any applicable or required tax or other deduction.
- II. After the successful completion of the Probationary Period, your employment may be terminated at any time:
  - a. by you giving to the Company 3 months' written notice; or
  - b. by the Company giving you 3 months' written notice or by paying you an amount equal to 3 months' Gross Salary, less any applicable or required tax or other deduction.
- III. You acknowledge and agree that the period of notice stated in clause 12(b) (or payment in lieu thereof) is reasonable notice of termination and no other notice requirements express or implied shall apply.



IV. Notwithstanding anything herein contained, your employment may be terminated immediately by the Company at any time without notice or payment in lieu thereof or any compensation whatsoever, if, among other things:

- false information is provided by you and the same is identified during reference and background verification checks;
- you disobey a lawful direction of the Company;
- you are guilty of any other serious misconduct and/or violation of the RYT Lifesciences Code of Conduct or other RYT Lifesciences's internal policies;
- you commit any serious or persistent breach or non-observance of the terms, conditions or stipulations contained in this agreement, or are guilty of any negligence or misconduct in connection with or affecting the business or affairs of the Company;
- you breach your obligations under clauses 3(a) and 3(b)
- you commit an act or acts in breach of the "Confidentiality, Invention and Non-solicitation Agreement" that you are required to sign in connection with your employment with the Company or the RYT Lifesciences policies and procedures as they may exist from time to time;
- you engage in conduct that could bring you or the Company into disrepute; or
- your valid visa or immigration permission is revoked, cancelled or otherwise withdrawn or any renewal is refused, for any reason whatsoever, by the relevant Indian government authorities.

V. Subject to applicable law, the Company may suspend you with pay while investigating any matter which the Company believes could lead to the Company exercising its rights or taking any other disciplinary action.

VI. Upon the termination of your employment for any reason by either party, or upon the effective service of notice of termination of your employment by either party, the Company shall have the right to relieve you from the performance of any and all duties of the position upon the continued payment of your Gross Salary and compensation, as then in effect, for the duration of the notice period. During such notice period, you may be required to not attend for work, at the Company's absolute discretion. However, you must not take up any alternate employment until the expiration of such notice period.

VII. The termination of your employment howsoever arising shall not affect such of the terms hereof as are expressed to operate or have effect thereafter and shall be without prejudice to any right of action already accrued to the Company in respect of any breach or default by you.

VIII. If your employment is terminated for any reason:

- you must return all the Company's property as outlined in clause 9.
- the Company may, to the maximum extent permissible under law, set-off amounts you owe the Company against any amounts the Company owes you at the date of termination.
- your obligations contained within the "Confidentiality, Invention and Non-Solicitation Agreement" that you are required to sign in connection with your employment, continue after the termination of your employment; and
- you must not record or retain any confidential information of the Company, which is marked as such or which by its nature is deemed as confidential whether so informed by the Company at the time you are provided with the information, in any form after termination. Upon request of the Company and any member of the RYT Lifesciences you must return or destroy or have destroyed all memoranda, notes, reports, and other works based on or derived from the proprietary information of the Company or any member of the RYT Lifesciences. You must provide a certificate to the Company confirming that such materials have been returned or destroyed.
- If you hold any directorships or other offices in the Company or in any RYT Lifesciences Group Company you agree all such offices shall cease on account of the cessation of your employment



with the Company for any reason (including but not limited to resignation, termination, retirement or otherwise), and without prejudice to the above, you agree to take all necessary steps and sign all such documents as may be necessary (including resignation letters from such offices) to give effect to this intent immediately on such cessation of employment without any compensation.

**13. VARIATIONS OF TERMS AND CONDITIONS**

The Company reserves the right to make reasonable changes to any of the terms and conditions of your employment. You will be given appropriate written notice of any such changes, which may be given by way of individual notice or a general notice to all employees. Where from time to time the Company changes or introduces policies and procedures in relation to its employees, these will be deemed to apply to this employment.

**14. APPLICABLE LAW AND DISPUTE RESOLUTION**

- I. These Terms and Conditions of your Employment shall be governed by and construed in accordance with the laws of India.
- II. The employee and the Company (individually the "Party" and collectively the "Parties") agree that they shall in good faith work towards the implementation of these Terms and Conditions of Employment. Any dispute or difference arising at any time between the Parties hereto as to the construction, meaning or effect of these Terms and Conditions of Employment or any clause or provision contained herein or the respective rights, duties, liabilities or obligations of either Party hereunder or in the event of any breach or threatened breach of the provisions contained herein, the Parties shall first attempt to resolve the dispute through mediation.
- III. If the dispute is not settled by mediation within thirty (30) days of the appointment of the mediation, or such further period as the Parties shall agree in writing, then the same shall be subject to the exclusive jurisdiction of the Courts of Hyderabad.
- IV. Notwithstanding anything to the contrary contained in these Terms and Conditions of Employment that form a part of your appointment, you agree that any breach or threatened breach of the terms of these Terms and Conditions of Employment or any agreement or policy referred in these Terms and Conditions of Employment and/or the Appointment Letter is likely to cause the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by money damages. Therefore, in the event of any such breach or threatened breach, you agree that the Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court of competent jurisdiction restraining such a breach or threatened breach and the right to specific performance, and you hereby waive the adequacy of a remedy at law as a defense to such relief.
- V. Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court of competent jurisdiction restraining such a breach or threatened breach and the right to specific performance, and you hereby waive the adequacy of a remedy at law as a defense to such relief.

**15. ENTIRE AGREEMENT**

The Compensation and Benefits set out in Annexure A, these Terms and Conditions of Employment (including the Confidentiality, invention and non-solicitation Agreement set out in Annexure C) all form a part of the Appointment Letter.

**16. GENERAL**

- I. By signing the Appointment Letter and these Terms and Conditions of Employment that form a part of the Appointment Letter you confirm that there is no contractual or other reason why you should not be recruited by the Company to fulfill this position or perform this function.

## RYT LIFESCIENCES PVT LTD

H-0408, Tivoli, Godrej Garden City,  
Jagatpur, Ahmedabad-380059, Gujarat, India



- II. For the purposes of this Agreement "RYT Lifesciences Group" and "RYT Lifesciences Group Company" means any firm, company, business entity or other organization:
  - a. which is directly controlled by the Company; or
  - b. which directly or indirectly controls the Company; or
  - c. which is directly or indirectly controlled by a third party who also directly or indirectly controls the Company;
  - d. of which the Company or any RYT Lifesciences Group Company referred to above owns or has a beneficial interest (whether directly or indirectly) in 20% or more of the issued share capital or 20% or more of the capital assets. "Control" has the meaning set out under applicable Income Tax laws.
- III. Please confirm your acceptance of these Terms and Conditions of Employment as part of your appointment by signing in duplicate, retaining one original for yourself and returning the other original to your HR manager at the time of your joining. On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Your sincerely,

*Neeta Raghuwanshi*

**Neeta Raghuwanshi**  
Director – Human Resources

I acknowledge receipt of this appointment letter and agree to the terms and conditions of employment set out above.

Sunidhi Chauhan

  
Training & Placement Cell  
Swami Rama Himalayan University  
Dehradun (Uttarakhand)

\*The contents of this letter are company confidential and privileged. The contents of this letter cannot be shared with any individual or companies without the written consent of the Company.

**Annexure B**  
**Compensation & Benefits Statement**

<b>Data Coordinator</b>		
<b>Tier II</b>		
	<b>Annual CTC (INR)</b>	<b>Monthly CTC (INR)</b>
Basic Salary	1,80,000	15,000
<b>Cost to Company</b>	<b>1,80,000</b>	<b>15,000</b>

You will be eligible for bonus of 5% of your annual salary in accordance with the provisions of Company incentive program. Company reserves the right to make any changes to the applicable bonus plans from time to time.

Your sincerely,

*Neeta Raghuvanshi*

**Neeta Raghuvanshi**  
Director – Human Resources

I hereby acknowledge the above and confirm:

Sunidhi Chauhan

  
Training & Placement Cell  
Swami Rama Himalayan University  
Dehradun (Uttarakhand)

**Annexure C****EMPLOYEE CONFIDENTIALITY, INVENTION & NON-SOLICITATION AGREEMENT**

Agreement, dated as of \_\_\_\_\_.(month/day/year), by and between RYT Lifesciences Private Limited a company incorporated under the Companies Act, 1956 and having its registered office at H-408, Godrej Garden City, Jagatpur, Ahmedabad - 382470, Gujarat, INDIA (including each of its current and future subsidiaries, affiliates, divisions and assigns) (The "Company"), and the undersigned ("Employee") a citizen of India residing at:

---

---

For purposes of this Agreement, reference to the Company shall be deemed to include any corporation or entity that it controls, is controlled by or is in common control with, the Company.

I, the Employee, understand and acknowledge that:

- I. The Company is undertaking and will be engaged in a continuous program of research, development and management respecting its business, present and future.
- II. As part of my employment (including, whenever used herein part-time employment) by the Company, I may make new contributions and inventions of value to the Company.
- III. My employment creates a relationship of confidence and trust between me and the Company with respect to any information:
  - a. Disclosed, used, made available to me during the course of my employment with the Company applicable to the business of the Company; or
  - b. Applicable to the business of any client or customer of the Company.
- IV. The Company possesses and will develop confidential information that has been or will be created, discovered or developed by, or has otherwise become known to, the Company (including without limitation information created, discovered, developed or made known by me during the period of or arising out of my employment by the Company), or in which property rights have been or will be assigned or otherwise conveyed to the Company, which information has commercial value in the business in which the Company is engaged. All present and future information described in the preceding sentence is referred to in this Agreement as the "Confidential Information." Confidential Information includes, without limitation, trade secrets, processes, formulae, data and know-how, discoveries, developments, designs, improvements, inventions, techniques, marketing plans, strategies, forecasts, new products, software, software documentation, unpublished financial statements, budgets, projections, licenses, prices, costs, and customer and supplier lists; provided, however, that the restrictions set forth in section 1 below shall not be imposed with respect to information that otherwise would be treated as Confidential Information if such information was (1) at the time of disclosure to the Employee a part of the public domain by publication through no fault of the Employee, (2) lawfully received by the Employee from a third party who was under no obligation of confidentiality with respect thereto, (3) required by law to be disclosed, but only to the extent of such required disclosure, or (4) known to Employee prior to receipt from the Company. The burden of proving that any of (1) through (4) apply shall fall solely to me, the Employee, and shall require clear and convincing evidence from me.



In consideration of my employment or continued employment by the Company and the compensation received by me from the Company from time to time, I hereby agree as follows:

### 1. Non-Disclosure

- 1.1. All Confidential Information and rights relating thereto shall be the sole property of the Company. I will not disclose to anyone outside the Company or use for my own benefit or for the benefit of others any Confidential Information either during or after my employment without the Company's prior written permission except as may be necessary in the ordinary course of performing my duties as an employee of the Company. I also understand that information and materials received in confidence from third parties by the Company, if any, is included within the meaning of the preceding sentence.
- 1.2. I hereby covenant that I will not disclose to the Company or induce the Company to use any confidential information or material belonging to others without the express written consent of such person or entity.
- 1.3. Upon the termination of my employment with the Company for any reason, I will deliver to the Company all documents or other materials relating to my work with the Company and will not take with me any of the foregoing, or any reproduction thereof, or anything containing any, or relating to any, Confidential Information.

### 2. Inventions

- 2.1. I hereby assign to the Company worldwide, my entire right, title and interest in any invention, data (whether in written, schematic or any other form) or idea, patentable or not, including without limitation any software and software documentation, made or conceived or reduced to practice or learned by me either alone or jointly with others during the period of my employment:
  - a) While working for, or arising out of my work with, the Company in any capacity; or
  - b) Which relates in any manner to, or is useful in, the actual or planned business or products of the Company or relates in any manner to, or is useful in, its actual or anticipated research and development, or is suggested by or results from any task assigned to me or others by the Company or work performed by me or others for or on behalf of the Company or which is discovered or developed using any of the Company's facilities or on Company time.
- 2.2. I agree that in connection with any invention, data or idea covered by paragraph 2.1:
  - a) will disclose it promptly to the Company;
  - b) I hereby irrevocably grant and assign to the Company absolutely all now known or hereafter existing rights and interests of every kind in such inventions and all works deriving therefrom, absolutely all now known or hereafter existing rights and interests of every kind throughout the world, in perpetuity and in all languages, forms and version. I also waive (i) all "moral rights" and all performers' rights relating to my services and products of the services and all works deriving therefrom to which I am now or may in the future be entitled in any country throughout the world; and (ii) any such rights including authors special rights under Section 57 of the Copyright Act 1957.
  - c) Any and all reports, plans, information, data, drawings, computer software, renditions, mock-ups, prototypes or other works created by me for the Company in connection with this Agreement or any work hereunder shall be owned by the Company. The Company may use such work wherever and whenever it chooses. This Agreement shall be deemed a transfer of the copyright or any other intellectual property rights subject matter created by me. I shall execute any and all documents necessary to demonstrate or perfect such transfer subject to the provisions of Clause 2.2 d below. I shall not at any time, in any manner, during or after the term of this Agreement, under any



circumstances, be entitled to or claim any right, title or interest herein or any commission, fee or other direct or indirect benefit from the Company or its subsidiary or affiliate companies, in respect of the applications, concepts, inventions, suggestions, creative ideas, reports, plans, information, data, drawings, blueprints, computer software design, computer source or object code, renditions, mock-ups, prototypes or other works created by me while I am employed by the Company. I agree to execute any documents necessary or desirable to secure or perfect the Company's legal rights and worldwide ownership in such works, including, but not limited to documents relating to patent, trademark and copyright applications and I will, at the Company's request, promptly execute a specific assignment of title to the Company and do anything else reasonably necessary to enable the Company to secure a patent for or acquire or enforce any rights, including without limitation any copyrights, in the invention, data or idea in the United States or in foreign countries, during or after my employment, provided that the Company shall reimburse me for any expenses in connection therewith.

- 2.3. If for any reason, including incapacity, the Company is unable, after reasonable effort, to secure my signature on any document or documents needed to apply for, perfect or otherwise acquire a patent or any other rights in the invention, data or idea, or to enforce such rights, I hereby irrevocably designate the Company as my agent and attorney-in-fact, to act for and in my behalf to execute and file such documents with the same legal force and effect as if executed by me.
- 2.4. I own the discoveries, improvements or inventions identified by title and number or date on Schedule A attached hereto. Such discoveries, improvements and inventions, made or conceived by me prior to my employment by the Company, are expressly reserved and excepted from the provisions of this Agreement.

### 3. Non-Solicitation

- 3.1. For a period of one year after my employment with the Company terminates for any reason, I will not, without the Company's prior express written consent, hire, solicit, interfere with or endeavour to entice away any employee of the Company by or for any other business or entity that conducts research, develops, markets or produces products or provides services similar to those of the Company.

### 4. Miscellaneous

- 4.1. I agree that during the period of my employment by the Company I will not, without the Company's prior express written consent engage in any employment, consulting or other business other than for the Company.
- 4.2. I represent that my performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement or obligation to keep in confidence proprietary information acquired by me in confidence or in trust. I have not entered into, and I agree I will not enter into, any agreement, either written or oral, in conflict herewith.
- 4.3. I agree that any breach of this Agreement by me could cause irreparable damage for which the Company will have no adequate remedy of law and that, in the event of such breach, the Company shall have, in addition to any and all remedies of law, the right to an injunction, specific performance or other equitable relief to prevent the violation of my obligations hereunder.
- 4.4. I understand that this Agreement does not create an obligation on the part of the Company or any other person to continue my employment.
- 4.5. Any waiver by the Company of a breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach hereof.
- 4.6. I hereby agree that each provision contained in this Agreement shall be treated as a separate and independent clause, and the unenforceability of any one clause shall in no way impair the enforceability



of any of the other clauses herein. Moreover, if one or more of the provisions contained in this Agreement shall for any reason be held to be excessively broad as to scope, activity or subject so as to be unenforceable at all, such provision or provisions shall be construed by the appropriate judicial body by limiting and reducing it or them, so as to be enforceable to the extent compatible with the then applicable law.

- 4.7. This Agreement shall be governed by the laws of India.
- 4.8. My obligations under the Agreement shall survive the termination of my employment regardless of the manner of such termination, shall be binding upon my heirs, executors and administrators and shall inure to the benefit of the Company's successors and assigns.
- 4.9. Upon request by the Company, I will certify in writing my compliance with the terms of this Agreement.

Employee Signature \_\_\_\_\_ Date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Print Name \_\_\_\_\_

Accepted and agreed to:

RYT Life sciences PVT LTD

By: \_\_\_\_\_ Date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

  
Training & Placement Cell  
Swami Rama Himalayan University  
Dehradun (Uttarakhand)

## RYT LIFESCIENCES PVT LTD

H-0408, Tivoli, Godrej Garden City,  
Jagatpur, Ahmedabad-380059, Gujarat, India



### Annexure D

You must bring the following documents with you on your first day of work with the Company:

- a) One set of photocopies of your educational certificates
- b) 2 passport size photographs.
- c) Proof of date of birth in original along with 1 set of photocopies.
- d) Personal identification/passport
- e) copy of PAN ID
- f) copy of offer letters / appointment letters from all previous employers.
- g) copies of the relieving letter / experience certificate from all previous employers Relieving Order
- h) copies of latest salary slips from previous employer
- i) Form 16