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Employment Contract

Emp ID: DSITEMP3324

To,

Date: 17-01-2020

Anandh N S,

2/7, Muthaiah chettiyar compound, Raja mill road

Madurai

Tamil Nadu

India.

Dear Anandh N S,

Thank for your interest in choosing Decathlon Sports India Pvt Ltd (DSIPL). As we believe your passion for sport and your values match those of our Company, we, at DSIPL, are pleased to appoint you as a **Decathlon Temporary Employee**, and your responsibilities would be those of a **sport leader** at our **Madurai** location effective **17-01-2020**.

Your gross fixed compensation would be **INR. 90.00 per hour**. You are entitled to all the social security benefits like PF, ESIC (as per applicability), & bonus as specified in the respective statutory acts.

Chandr Gowtham will be responsible to mentor and guide you in this phase of your professional journey or any such manager assigned by the later.

We at DSIPL strongly believe in your ability to manage yourself in the best interest of the Company. Fewer the rules better the productivity as far as we are concerned.

We trust you will enjoy working with DSIPL and take the utmost autonomy to complete your responsibilities-



- 1. We believe you will treat your team mates and customers with utmost respect
- 2. We are bound by certain regulations by the Government of India and our Group norms. You will be required to abide by all these regulations* currently existing or any

DECATHLON SPORTS INDIA PVT. LTD.

such rules that might be incorporated from time to time

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relocate to any location where the Company currently has stores or may be established or any other Group companies as deemed necessary

4. Your salary and its components are strictly confidential and we prefer you not share it with other team members
5. We hold transparency in high regard. You cannot involve yourself in taking or giving bribe, gambling, theft, fraudulent practices or any such act that might affect DSIPLs reputation or damage to property
6. We at DSIPL, have a strict policy against sexual harassment. We believe that you will not engage in any form of sexual harassment towards any of the Company employees and the Company's customers. DSIPL also ensures a safe environment to all its employees and customers and strict action will be taken against any offender, be it employee or customer
7. All documents submitted by you to the Company shall be subjected to scrutiny by the appropriate authorities
8. In the event you feel you cannot be a part of our culture and environment, kindly communicate your desire to depart at least 7 days in advance
9. In the event we find you have not abided by these, and other regulations explained to you by your manager or if you do not share the values of DSIPL, we shall communicate the dis-continuance of employment with DSIPL to you at least 7 days in advance
10. However, your employment will be subjected to immediate termination on the following conditions prescribed in the Industrial Employment/Model Standing Orders Act 1946-

- wilful in subordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior,
- theft, fraud or dishonesty in connection with the employers business or property,
- wilful damage to or loss of employers goods or property,
- taking or giving bribes or any illegal gratification,
- habitual absence without leave or absence without leave for more than 10 days,
- habitual late attendance,
- habitual breach of any law applicable to the establishment,
- riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline,
- habitual negligence or neglect of work,



A handwritten signature in black ink, appearing to read "N.S. Singh".

- unauthorised strike of work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.

11. Any image taken of you during a Decathlon event or during a photo-shoot shall be the property of Decathlon and you consent to Decathlon's use of the such image in communication.

12. Apart from the above mentioned rules all rules specified under the certified standing orders of Decathlon will be applicable to you from the date of your joining Decathlon

13. Clause 4 of this employment contract shall continue to survive even after any form of termination of this employment contract.

***. Notwithstanding anything mentioned above, please note that the regulations would be explained to you by your respective manager during your induction program**

Should you accept the above information, then kindly sign the duplicate copy of this appointment letter.

We welcome you to the Decathlon Family!

For Decathlon Sports India Pvt Ltd



Authorised Signatory

(CHANDR GOWTHAM P)

Accepted By Me

NS. Anandh
Employee Signature
(ANANDH . NS)