

23/11

2018-19
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Our date

Our Ref

29-09-2019

Site IR/APP-TRG/ASK-15356/2019-20

Attending to this matter

Tel direct line

Mr. Aditya Santosh Khare
A/P, Datta Nagar, Maload Road
Sangamner
Maharashtra - 422605

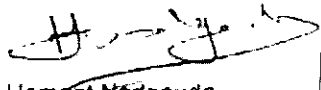
Dear Aditya

With reference to your application and your further interviews with us, we are pleased to inform you that you are engaged as **Graduate Apprentice** under the Apprentices Act, 1961 and the Rules made thereunder, in our Organization for the session commencing on **September 03, 2019** on the terms and conditions mentioned here below.

- 1) Your Apprenticeship Training will be for a period of **ONE** year commencing **September 03, 2019** and will conclude on **September 02, 2020**. You will be placed in **PEMI** Department of Sandvik Asia Private Limited, Pune.
- 2) During the period of your apprenticeship, you will be paid a stipend of Rs. **16,000/-** per month.
- 3) You will be entitled to free of cost Company bus transport and subsidised canteen facilities.
- 4) You will comply with all the rules and regulations laid down in the Act and the rules in connection with your training.
- 5) You will attend the factory regularly as per the timings, which will be communicated to you by your superiors. You will be entitled to leave as prescribed under the rules.
- 6) Your tenure as an Apprentice shall be strictly governed by the terms and conditions as stipulated in the Contract of Apprenticeship, which will be entered into with you soon after your joining. Should you resort, in any manner, to violate the terms and conditions as prescribed in the said contract, your apprenticeship shall be terminated forthwith.
- 7) You will conform to the discipline of the Company and shall not act, in any manner, detrimental to the interests of the Company.

Please return the duplicate of this letter, duly signed, in token of your acceptance, of the terms and conditions mentioned herein.

Yours faithfully,
SANDVIK ASIA PRIVATE LIMITED


Hemant Nádgauda
Deputy General Manager - IR