



Maritec Tanker Management Pvt Ltd

604, Vakratunda Corporate Park, Off Aarey Road, Goregaon East,
Mumbai - 400063, India. Tel: +91 22 6742 1075,
Email: operations@maritec.be, crewing@maritec.be

CONFIDENTIAL

Date: 02nd January, 2019

Name: Simon Braganza

Address: Bandra (W), Mumbai

Dear Mr. Simon Braganza,

Sub: - Appointment to the post of "Operations Manager"

Maritec Tanker Management Pvt. Ltd. is pleased to offer you the post of "Operations Manager" w.e.f. 02nd Day of January, 2019.

The terms and conditions of your appointment shall be as follows:

Remuneration & Perquisites:

- 1 Basic Salary : Rs. 1,35,000/- per month
- 2 House Rent Allowance : Rs. 67,500/- per month
- 3 Other Allowance : Rs. 52,500/- per month
- 4 Leave Travel Allowance : Rs. 8,333/- per month

Total Annual Remuneration offered will be 31,60,000/- Rs. (Thirty-One Lakhs Sixty Thousand Rupees only)



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Other Conditions:

1. As from the 2nd of January 2019, the Employee shall commence employment with the Employer, being Maritec Tanker Management Pvt Ltd. having its Office in Mumbai, in the capacity of Operations Manager. On condition that the nature of his position remains the same.
2. Employee agrees to perform faithfully, industriously and to the best of the Employee's ability, experience and talents of all duties that maybe required by the express and implicit terms of this Agreement, to the reasonable satisfaction of the Employer.
3. You will report to General Manager in our Mumbai office and will together be responsible for the performance of the division.
4. The Employee will be covered under the Cos Medical Group Insurance Policy. (A copy of which will be handed over to him/her upon joining).
In the case of illness or accident the employee is obliged to notify the employer or its delegate immediately and, if possible, by telephone to inform it of the duration of the inability to work.
5. The Employee will also be covered under the Ccs Travel Insurance Policy. (A copy of which will be handed over to him/her upon joining).
6. The Employee shall be entitled to 23 days earned vacation + 12 days of Cos listed National Holidays.
7. The Employee has a daily travel allowance of INR 800 (Indian Rupees) per day for the number of days he attends the office.
8. The employee undertakes to not directly collaborate in poaching any person who is employed in whatever capacity (as an employee, consultant, self-employed associate or any other capacity) or induce anyone to change or terminate their relationship with the company either during such person's employment or during the course of 12 calendar months following employment termination.
Any breach of the present provision gives the employer the right to claim from the employee damages for compensation in the amount of sum corresponding to wages equal to three months, where the basis for the calculation is the same as for the restraint of trade clause, without prejudicing the employer's right to prove more significant damage
9. All matters which have come to the Employee's knowledge through performing his work must be treated as strictly confidential during and after employment. The employee shall regard this information as confidential business information and he shall not be allowed to use or disclose it



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either directly or indirectly unless and solely to the extent this this is required in the exercise of his duties.

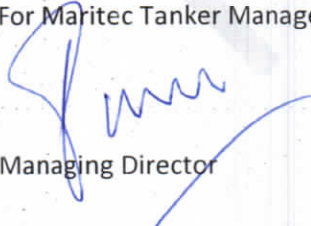
In addition, the employee undertakes , both during the performance of the employment contract and thereafter , either directly or indirectly, not to use to his own advantage or divulge to any third party who does not constitute a part of the employer, information regarding the employer , which information was not or is not already public.

10. The period of notice for the termination of this contract shall be 3 months and will be conveyed in writing. Likewise the employee's notice for the resignation period will be 3 months and is to be conveyed in writing. In either of this eventuality as stated herein above, you undertake to serve the notice period as above or until the date the company decides to relieve you whichever is earlier. Recovery of salary in lieu of any unserved notice period will be at paid by the company. In the eventuality of non-service of the notice period, you shall be bound to compensate an amount equal to proportionate of your last salary drawn to the unserved notice period.
11. At the Company's discretion you may be assigned to a different division / job as maybe required.
12. You will devote your undivided attention to the Company's work and shall not engage yourself for any outside work for pecuniary benefits unless authorized by the Company. If the Company discovers at any time that you have engaged yourself in any such outside work without authorization, the Company reserves the right to take disciplinary action including immediate termination of your services, without compensation.
13. You will be bound by the general terms and conditions of service as per the rules made from time to time by the Company and you shall abide by the administrative instructions, rules and regulations of the Company as in force from time to time for the smooth and effective working of the Company.

Please produce original and attested copies of your certificates and testimonials for our verification and return.

Yours faithfully,

For Maritec Tanker Management Pvt. Ltd.



Managing Director

The above terms and conditions are acceptable to me.

Employee

