

5 April 2024

**Consultant Services Contract**  
**Contract No: RMESI/CON/C1652**

**Mr. Amal Mohammed Nazeer**  
**Trivandrum**

Dear Amal,

With reference to the discussions and interviews we had with you; we are pleased to engage you as a **Consultant**.

Following are the terms and conditions of the contract:

Fee (all-inclusive): 18000 (Deductions Applicable), Rupees Eighteen Thousand Only

Duration: (2 Months –12<sup>th</sup> April 2024 to 12<sup>th</sup> June 2024)

**Payment Terms**

The fee will be paid to you by the 1<sup>st</sup> of every month after deducting the taxes as applicable. The actual payment shall be based on the actual services rendered during the month as the baseline.

**Resources**

RM India shall provide the necessary workspace, computing resources and reprographic services required by you during the period of Services free of charge.

**Confidentiality Agreement**

You shall sign RM India's Confidentiality Agreement and abide by the same.

**For RM Education Solutions India Private Limited**

**Sanitha Singh**  
**Chief People Officer**

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I accept the above terms and conditions and will join on \_\_\_\_\_

**Amal Mohammed Nazeer**

**General terms and conditions**

1. During the course of the Services, RM India reserves the right to re-assign you to any other assignments.
2. Charges for training required to be imparted to you during the period of services and in relation to the work assigned shall be borne by RM India.
3. During the services you will abide by the office rules of RM India. The RM India may provide you EPF and the ESI benefits if it is found that it is desirable to extend the said benefits to you. However, extension of such benefits will not alter your status as consultant and it will not confer any right on you to claim as an employee or for continued engagement on completion of the duration of contract.
4. **Anti-bribery policy**  
The company operates an anti-bribery policy, which you must familiarize yourself with. You should not bribe anybody, anytime for any reason. Equally, you should not accept bribes from anyone, at any time for any reason. If you are aware of inappropriate activity which substitute's bribery, it is your duty to report any such incident. Failure to comply with this policy will result in disciplinary action. Further information can be obtained from the Human Resource Department of RM India.
5. **Location**  
It is the intention of the Company that your duties will be carried out primarily at the SEZ facility located at Ganga Building, RM India, 2<sup>nd</sup> Floor, Technopark Phase-3,Trivandrum. However, your services may be transferred/assigned to any branch or working location of the Company.

**Termination of contract due to contract expiry / mutual termination**

This contract shall be terminated on expiry unless extended by a supplementary contract agreed to by both parties.

Either party giving 30 days written notice may also terminate this contract prior to expiry.

**Termination of contract due to unsuitability of consultant**

A performance review of your services will be held within a month of the start date of the contract. The performance review will involve you and a representative from RM India to evaluate whether your assignment is meeting RM India's requirements for the role. RM India reserves the right to terminate the contract giving 30 days written notice if you are found unsuitable.

**Termination of contract due to misconduct**

Nothing in these terms and conditions of employment shall prevent the Company from terminating your employment without notice or salary in lieu of notice in appropriate circumstances including without limitation in the event of gross misconduct.

Both RM India and you shall endeavour to work towards a mutually acceptable termination in the event of force majeure due to natural calamities and other circumstances beyond the control of either party.

If any of the above conditions change, a new contract would be drawn up and signed by the both the parties.

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I hereby accept the Terms and Conditions of Employment as set out above.

Date :.....

Signature :.....

Signed by :.....