

INTERNSHIP AGREEMENT

This agreement lays down the terms of internship, agreed upon by the Employer and intern. Whether stated explicitly in the agreement or not, both the intern and the Employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This INTERNSHIP AGREEMENT (Hereinafter, the “Agreement”) is entered into on this 17 day of April 2023,

BY AND BETWEEN

EUROINDIA ENTERPRISE DEVELOPMENT PVT LTD, a company incorporated under the **Companies Act 2013**, bearing CIN U74999PN2019PTC186273 having its registered office at Athenova Fit and 27 Brick House 21/4B, 3rd Floor, Seth House, Bund Garden Road, S.No. 23/21/4 + 5, Plot No.1, Pune 411 001 through its authorized signatory Ms. Simona Jadronova (hereinafter referred to as the “EuroIndia” or “Company” or “Employer”, which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns) OF THE ONE PART.

AND

Diya D. Dhanani aged 20 years and residing at D904, Dynamic Grandeur, Wadachiwadi road, Undri, 411060, Pune (hereinafter referred to as the “INTERN” which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns) OF THE OTHER PART.

WHEREAS, the Party of the other part desires to be employed by the Company and hence the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Intern by the Company;

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, the Parties hereto mutually agree to the below mentioned terms and conditions :

1) Position

- a. Upon execution of this Agreement, the INTERN would be posted as the **trainee** of the Company.





- b. During the term period of this Agreement, the Company may change the Intern's above mentioned post (or position) or location based on the Company's operation or working requirements or according to the Intern's working capacity and performance, including but not limited to adjustments made to the Intern's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the INTERN's responsibilities without any change to INTERN's post (or position).

2) Term and Probation Period

- a. The Intern shall be required to complete a minimum of three months of internship with the Company, which shall commence on the date specified in the Internship Agreement.
- b. The Internship may be extended for a further period, subject to mutual agreement between the Intern and the Company.
- c. The Internship Agreement may be terminated by either party upon providing a notice period of not less than 14 days, subject to the provisions specified in the Internship Agreement.

3) Compensation

Subject to the following provisions of this Agreement, during the Internship Period, the Intern shall be compensated for his services as follows:

- a. The Intern shall receive a monthly salary, payable in monthly or more frequent installments, as per the convenience of the Employer, an amount of 6,000 per month, subject to such increases from time to time, as determined by the Employer. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of this Agreement, the Intern's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Intern.
- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts.

4) Duties and Responsibilities:-

- a) The Intern agrees that at all times during her employment with EuroIndia, she will faithfully, industriously, and to the best of her skill, ability, experience and talent, perform





any and all of the duties required of her position, In carrying out these duties and responsibilities, she shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) The Intern's unprofessional behavior or misconduct in violation of EuroIndia's Code of Business Ethics and / or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) The Intern, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of her internship.

5) Obligations of the Intern

a. Upon execution of agreement, the Intern shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.

b. The Intern further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.

c. The Intern shall always ensure that her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time.

d. The Intern shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of her employment with the Company.

e. The Employer hereby prohibits the Intern from engaging in any sexual harassment and the Intern promises to refrain from any form of sexual harassment during the course of employment in and around the premise of employment. If the Intern violates this term in the agreement, he/she shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Intern.

6) Leave Policy

a. The Intern is entitled to 12 days of paid casual leaves in a year and 6 days of sick leave. In addition, the Intern will be entitled to public holidays mentioned under the Leave Policy of the Employer.





- b. The Intern shall not carry forward or encash any holiday to the next holiday year.
- c. In the event if the Intern is absent from work due to sickness or injury, she shall inform the designated person as soon as possible and shall provide regular updates as to her recovery and as far as practicable will inform the designated person of the Employer of expected date of return to work.
- d. If the Intern is absent from work due to sickness or injury for more than three consecutive days the Intern must submit to the Employer a self-certification form. If such absence lasts for more than seven consecutive days the Intern must obtain a medical certificate from his/her doctor and submit it to the Employer.
- e. For any period of absence due to sickness or injury the Intern will be paid statutory sick pay only, provided that the Intern satisfy the relevant requirements. The Intern's qualifying days for statutory sick pay purposes are Monday to Friday.

7) Assignment

- a. The Intern acknowledges that any work including without limitation inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Intern may individually or jointly conceive or develop during the term of Employment are "works made for hire" and to the fullest extent permitted by law, Intern shall assign, and does hereby assign, to the Employer all of Intern's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Intern shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Intern's right, title and interest in and to all such matters.
- c. The tasks of the intern are as follows:
 - conducting market research
 - identifying business opportunities
 - managing email campaigns
 - generating sales leads
 - making cold calls
 - participating in meetings for lead conversion

8) Competing Businesses

During the Term of this Agreement and for a period of one (1) year after the termination of this Agreement the Intern shall not engage in any employment, consulting, or other activity



that competes with the business, proposed business or business interests of the Employer, without the Employer's prior written consent.

9) Confidentiality

- a. The Intern acknowledges that, in the course of performing and fulfilling your duties hereunder, the Intern may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of the Employer, the disclosure of any of which confidential information to the competitors of the Employer would be highly detrimental to the interests of the Employer.
- b. The Intern further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.
- c. Accordingly, the Intern covenants and agrees with the Employer that she will not, under any circumstance during the continuance of this agreement, disclose any such confidential information to any person, firm or corporation, nor shall she use the same, except as required in the normal course of his engagement hereunder, and even after the termination of employment, she shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.
- d. The Employer owns any intellectual property created by the Intern during the course of the employment, or in relation to a certain field, and he shall thereon have all the necessary rights to retain it. After termination of employment, Intern shall not impose any rights on the intellectual property created. Any source code, software or other intellectual property developed, including but not limited to website design or functionality that was created by the Intern, during the course of employment under this Agreement, shall belong to the Employer.

10) Remedies

If at any time the Intern violates any of the covenants or agreements set forth in paragraphs **4 or 5 or 8**, the Company shall have the right to terminate all of its obligations to make further payments under this Agreement. The Intern acknowledges that the Company would be irreparably injured by a violation of **paragraphs 4 or 5 or 8** and agrees that the Company shall be entitled to an injunction restraining you from any actual or threatened breach of paragraphs 4 or 5 or 8 or to any other appropriate equitable remedy without any bond or other security being required.





11) Amendment and Termination

- a. In case the Employer terminates the employment without just cause, in which case the Employer shall provide the Intern with advance notice of termination or compensation in lieu of notice equal to 1 month.
- b. The Intern herself may terminate her Employment at any time by providing the Employer with at least 1 month advance notice of his intention to resign.
- c. The Employment may terminate on the last day of the month in which the date of the Intern's death occurs; or the date on which the Company gives notice to the Intern if such termination is for Cause or Disability.
- d. For purposes of this Agreement, "Cause" means the Intern's gross misconduct resulting in material damage to the Company, willful insubordination or disobedience, theft, fraud or dishonesty, willful damage or loss of Employer's property, bribery and habitual lateness or absence, or any other willful and material breach of this Agreement.

12) Restrictive Covenant

Following the termination of employment of the Intern by the Employer, with or without cause, or the voluntary withdrawal by the Intern from the Employer, the Intern shall, for a period of three years following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer of the Employer for his own benefit or that of any third person or organization, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by the Employer of any other Intern of the Employer having regard to the same geographic and temporal restrictions. The Intern shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

13) Non-Assignment

The interests of the Intern under this Agreement are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

13) Successors

This agreement shall be assigned by the Employer to any successor Employer and be binding upon the successor Employer. The Employer shall ensure that the successor Employer shall continue the provisions of this agreement as if it were the original party of the first part.





15) Indemnification

The Intern shall indemnify the Employer against any and all expenses, including amounts paid upon judgments, counsel fees, environmental penalties and fines, and amounts paid in settlement (before or after suit is commenced), incurred by the Employer in connection with his/her defense or settlement of any claim, action, suit or proceeding in which he/she is made a party or which may be asserted against his/her by reason of his/her employment or the performance of duties in this Agreement. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, by-law, agreement, or otherwise.

16) Modification

Any modification of this Agreement or additional obligation assumed by either party in connection with this Agreement shall be binding only if evidenced in writing signed by each party or an authorized representative of each party.

17) Severability

Each paragraph of this agreement shall be and remain separate from and independent of and severable from all and any other paragraphs herein except where otherwise indicated by the context of the agreement. The decision or declaration that one or more of the paragraphs are null and void shall have no effect on the remaining paragraphs of this agreement.

18) Paragraph headings

The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.

19) Applicable Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of _____, _____. Each party hereby irrevocably submits to the exclusive jurisdiction of the courts of _____, _____, for the adjudication of any dispute hereunder or in connection herewith.

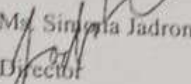
20) Counterparts

The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others.

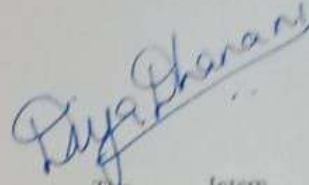


IN WITNESS WHEREOF, the Intern has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

The Employer
EuroIndia Enterprise
Development Pvt Ltd

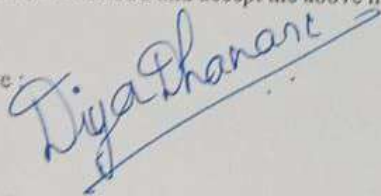

Ms. Simona Jadronova
Director




The Intern
(Ms. Diya Dhanani)

I have read, understood and accept the above mentioned terms.

Signature



Date: 18-04-2023

