

8. **Disciplinary Actions**

- (a) The employer reserves the right to take disciplinary action against the employee if found guilty of any misconduct considered by the company deterrent to its interest or of violation of one or more terms of this employment agreement and/or any other rules contained in the SOPs, which may include, inter alia, termination of the employment contract without notice.
- (b) The employer's decision with regard to the disciplinary actions will be final and will not be subject to revision.
- (c) The employee shall strictly adhere to and comply with the SOPs related to the prevention of sexual exploitation and abuse. If an employee is found guilty of involvement in any form of harassment, it shall lead to termination of the contract or other appropriate actions with immediate effect.

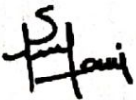
9. **Notice Periods and Contract Extensions**

- (a) Both the employer and employee, at any time, terminate this employment contract by giving prior notice of not less than 07 days gross salary in lieu of the notice period.
- (b) The above clause will not be applicable where the employment contract has expired and the employer has decided not to extend it any further. In such cases, the employment contract shall be deemed to be concluded by the employer.
- (c) It is the absolute discretion of the employer to discontinue the employment contract on its expiration without assigning any particular reason(s), and the same cannot be challenged in any court of law.

10. **General Terms of Employment**

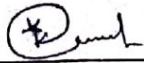
- (a) The employee shall abide by and be governed by the Employee Service Rules for CBV Staff (ESR), and the same shall be read as an integral part of this employment contract.
- (b) During the course of the employment period or subsequent to the conclusion/termination/resignation from the service, the employee must observe strict confidentiality regarding matters that, by their nature, are to be treated as secrets or confidential and shall not be disclosed to anyone.
- (c) Under this contract, the employee shall not be termed as "worker" in terms of the Workman's Compensation Act of 1923.
- (d) In case of any dispute or disagreement, the suits/petitions shall only be instituted in the courts/tribunals situated within the local limits of Islamabad; hence, the jurisdiction of any other court/tribunal (conferred under the Code of Civil Procedure) shall be excluded.
- (e) The employer reserves the right to unilaterally alter/modify - from time to time, the terms and conditions of employment contracts, and such a variation can take effect without employees' consent being sought.
- (f) No employee over 59 years of age shall be entitled to insurance as well as EOBI benefits. The maximum age for female employees to avail of EOBI benefits is 54 years.

Yours Truly



The Employer has caused this agreement to be executed by its duly authorized Employee and the Employee has read, understood and agreed to the above terms and conditions and set his hand as of the date mentioned below.

HR Department  
CHIP Training & Consulting

[Signature]   
5430230664154  
Date: 03/09/2024