



Guru Gobind Singh Foundation's

Guru Gobind Singh College Of Engineering & Research Centre

(Approved by AICTE, Govt. of Maharashtra & DTE Mumbai, Affiliated to Savitribai Phule Pune University)

DNV - GL - Certified for ISO 9001 2015 Standards

Khalsa Educational Complex, Guru Gobind Singh Marg, Wadala - Pathardi Road, Indira Nagar Annexe, Nashik -9.
Ph. : 0253 2372766, 2372666, 7768004581/82. Email : gcoerc.nashik@ggsf.edu.in, Website : www.ggsf.edu.in

MEMORANDUM OF UNDERSTANDING

The Memorandum of Understanding is made on 5th December 2019

Between

(Party A) Guru Gobind Singh Foundation, Nashik India-422009 (herein after referred to as "GGSF")

AND

(Party B) Samsonite South Asia P. Ltd, Nashik, India (herein after referred to as "SAMSONITE") having their registered office at Gat Nos. 159 to 163, Village Gonde -Dumala Taluka Igatpuri Nashik 422403, India.

The parties wish to enter into Memorandum of Understanding (MoU) for establishing GGSF-Samsonite Industry Institute Development Program (hereinafter referred to as "Industry Institute Development Program) jointly developed by GGSF & Samsonite, in the campus of Samsonite on mutual understanding for enhancing graduate employability.

- 1) The concept for upgrading of engineering skills of students will be developed by GGSF & executed at various worksites of SAMSONITE. It will act as the bridge to address the technological gap by providing on field training to Diploma & Degree students.
- 2) SAMSONITE will help Diploma & Degree students of GGSF by providing Internship opportunity at various departments and if possible absorbing suitable successful candidate as per norms of company.
- 3) SAMSONITE will help GGSF students to learn about industry activities through visits (Industry & corporate office) as per their convenience.
- 4) On successful completion of Internship at Samsonite works, Samsonite will issue completion certificate to the students.

By GGSF,

- 1) Identify the skill set requirement for enhancing employability through customized training.
- 2) Involving faculties to industrial training during vacation
- 3) Will jointly work and assist for patenting of intellectual work.


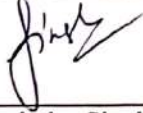


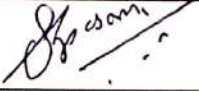
4) GGSF will arrange the Guest lecture/Training/Workshop for students/staff at the Institute in association with Samsonite.

5) Suggestions for improvement in the problem areas through project work to be undertaken by the staff /students.

The period of this MOU shall be valid for 3 years effective from 5th Dec 2019 to 4th Dec 2022

Date:

Place: Nashik.

Samsonite South Asia P. Ltd, Nashik		Guru Gobind Foundation ,Nashik	
Signature 1		Signature 1	
Name	Suresh S. Joshi	Name	Permindur Singh
Designation	Sr. Manager	Designation	Chief Executive officer
Place	Gonde, Nashik	Place	Nashik
Date	03/01/2020	Date	5/12/2019
Signature 2		Signature 2	
Name	Kieran Chauhan	Name	Dr N.G. Nikam
Designation	Executive PQA	Designation	Principal, GCOREC
Place	Nashik	Place	Nashik
Date	03/01/2020	Date	5/12/2019
Signature 3		Signature 3	
Name		Name	Mr S.R. Upasani
Designation		Designation	Principal, GGSP
Place		Place	Nashik
Date		Date	5/12/2019



SSAPL/HRD/2022/111164

04th January 2022

Mr. Aditya Anil Kanojia

Nashik.

Dear Aditya,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as 'GET- Graduate Engineer Trainee' at our organization for **one year** on the following terms and conditions:

Date of Joining: 04/01/2022.

Completion of Period: 03/01/2023.

Stipend: - Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only) p.a. cost to the company.

Company rules do not provide for payment of any overtime and any other perquisites to your cadre.

Leaves: - During your training period you will not be entitled for leave except paid holidays declared by Company.

Secrecy: - You shall, at all time, maintain complete secrecy about the Company's business related information processes and the like which may come to your knowledge during the period of your training.

During your employment with us you shall not without the written permission of the Company, publish any article or deliver, any talk on any subject related to your profession or participate as a member of any organization connected with your profession.

You shall keep and render faithful account of all properties of the company entrusted to you in the course of your "GET-Graduate Engineer Trainee" Appointment with the company. You shall inform the company immediately regarding any inventions, patents, processes etc. and it will become the property of the Company.

Termination:- During the "GET-Graduate Engineer Trainee" Appointment, this contract may be determined by the Company or by the trainee by a written notice of one month or on payment of the month's stipend in lieu thereof.

This contract shall lapse on the expiry of the period or the contract can be modified / amended / converted into a contractual appointment for a period as decided by the Company.

This company reserves the right to terminate this contract without notice or any compensation, if any act of the trainee is found detrimental to the interest of the Company or its associates and the company's decision in this respect shall be final. If for any reason, you wish to terminate

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the Contract you may do so by giving 1 (One) month's notice in writing, or pay the Company 1 (one) month's basic salary in lieu thereof. Similarly, the Company can at its discretion, terminate your Contract by giving 1 (One) month's notice in writing or 1 (One) month's basic salary in lieu thereof.

The following acts also of yours shall invite termination of this contract: -

- a) Performance found below expectations during training / contractual period.
- b) Involvement in serious misconduct during training / contractual period.
- c) Repetitive/habitual mistakes made during training /contractual period.
- d) Willful damage to work in process or to any property of the establishment.

This engagement is offered to you based on the information provided by you in your application and during the course of subsequent correspondence and meetings.

Should any of the information furnished by you prove to be incorrect or false, the company will view it seriously and take appropriate action as it may be advised.

Date of Birth: - On the strength of the document submitted, we have recorded your date of birth as 10th January 2000.

Anti-Bribery, Fair Practice and Ethics: By signing this letter, you hereby confirm receipt of the Global Anti-corruption Compliance Policy of the Company and had read and understood it completely in all respects and during the entire term of this Agreement, you will ensure its compliance alongwith terms and conditions of all such policies, guidelines and code of conduct as may be issued and amended by the Company from time to time in connection with Fair Trade Practices, Ethics, Anti-corruption and Bribery Policies, Employee Code of Conduct any other similar policies which are in line with Company's global policies. You further agree to co-operate with the management of the Company in establishing transparency and fairness in its business dealings.

You further confirm and agree that while your employment with Samsonite, you will:

- a. avoid behavior that amounts to requesting, accepting, giving or offering anything of value to or from anyone to reward improper performance of an official duty or to obtain an unfair business advantage
- b. not request, accept, make, offer to make, or promise to make payments, or give anything of value, directly or indirectly, to or from any third party, including without limitation any Government Official, for the purpose of assisting Samsonite in obtaining or retaining business or securing an improper business advantage
- c. comply with the gift and hospitality, entertainment and free samples policy of the Company as per Global Anti-Corruption Compliance Policy of the Company
- d. comply with the antitrust and competition laws of the country and will not enter into agreements/arrangements that will limit or restrict competition.
- e. Ensure that all financial and accounting records, research, sales reports, expense records or reports, timesheets and other documents must be accurate and truthful and all documents filed with public, governmental, judicial or regulatory entities must represent the facts of the underlying matter clearly and honestly.
- f. never directly or indirectly provide or offer to provide money, products, services or anything of value to any government/semi-government official, political candidate or

Samsonite South Asia Pvt. Ltd

Factory & Regd. Office : Gat No. 159 To 163 | Village Gonde (Dumala) | Taluka Igatpuri | Nashik-422403. | Phone : 91-2553-229700 | Fax : 91-2553-229702

Corporate Office : 402 Aknuli Star | Central Road | MIDC | Andheri (E) | Mumbai - 400 093 | Phone : 91-22-62612600 | Fax : 91-22-28352510

CIN NO : U19120MH1995PTC094267 | Website : www.samsoniteindia.com

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political organization in for the purpose of obtaining or retaining business, securing favorable regulatory action or for personal gain.

g. never offer, solicit or accept any bribe, illicit rebate or kickback. All money received from any current or prospective business partner of Samsonite should be recorded in Samsonite's financial books.

h. never solicit or request a gift from a current or prospective business partner of Samsonite.

i. avoid all situations in which your personal interests may conflict, or appear to conflict, with Samsonite's interests.

j. protect Samsonite's assets from fraud, loss, damage, misuse and theft. All assets of the Company should be used efficiently and for legitimate business purposes only

k. not be involved in any kind of unethical, unfair or corrupt trade practices

Please sign and return the duplicate copy of this letter in token of your acceptance of the above terms and conditions, at the earliest.

Yours faithfully,

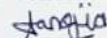
For SAMSONITE SOUTH ASIA PVT. LTD.,



AJITKUMAR NAIR
HEAD-HR

Declaration by the Graduate Engineer Trainee: I have read and understood the above terms and conditions. I hereby accept this engagement on the above terms and conditions. I have joined duty on -

Date: 11/01/2022


(Signature)

SSAPL/HRD/2022/111162

03rd January 2022

Mr. Akash Rajaram Thale
Nashik.

Dear Akash,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **'GET- Graduate Engineer Trainee'** at our organization for **one year** on the following terms and conditions:

Date of Joining: 03/01/2022.

Completion of Period: 02/01/2023.

Stipend: - Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only) p.a. cost to the company.

Company rules do not provide for payment of any overtime and any other perquisites to your cadre.

Leaves: - During your training period you will not be entitled for leave except paid holidays declared by Company.

Secrecy: - You shall, at all time, maintain complete secrecy about the Company's business related information processes and the like which may come to your knowledge during the period of your training.

During your employment with us you shall not without the written permission of the Company, publish any article or deliver, any talk on any subject related to your profession or participate as a member of any organization connected with your profession.

You shall keep and render faithful account of all properties of the company entrusted to you in the course of your **"GET-Graduate Engineer Trainee"** Appointment with the company. You shall inform the company immediately regarding any inventions, patents, processes etc. and it will become the property of the Company.

Termination:- During the **"GET-Graduate Engineer Trainee"** Appointment, this contract may be determined by the Company or by the trainee by a written notice of one month or on payment of the month's stipend in lieu thereof.

This contract shall lapse on the expiry of the period or the contract can be modified / amended / converted into a contractual appointment for a period as decided by the Company.

This company reserves the right to terminate this contract without notice or any compensation, if any act of the trainee is found detrimental to the interest of the Company or its associates and

the company's decision in this respect shall be final. If for any reason, you wish to terminate the Contract you may do so by giving 1 (One) month's notice in writing, or pay the Company 1 (one) month's basic salary in lieu thereof. Similarly, the Company can at its discretion, terminate your Contract by giving 1 (One) month's notice in writing or 1 (One) month's basic salary in lieu thereof.

The following acts also of yours shall invite termination of this contract: -

- a) Performance found below expectations during training / contractual period.
- b) Involvement in serious misconduct during training / contractual period.
- c) Repetitive/habitual mistakes made during training /contractual period.
- d) Willful damage to work in process or to any property of the establishment.

This engagement is offered to you based on the information provided by you in your application and during the course of subsequent correspondence and meetings.

Should any of the information furnished by you prove to be incorrect or false, the company will view it seriously and take appropriate action as it may be advised.

Date of Birth: - On the strength of the document submitted, we have recorded your date of birth as 07th July 1998.

Anti-Bribery, Fair Practice and Ethics: By signing this letter, you hereby confirm receipt of the Global Anti-corruption Compliance Policy of the Company and had read and understood it completely in all respects and during the entire term of this Agreement, you will ensure its compliance alongwith terms and conditions of all such policies, guidelines and code of conduct as may be issued and amended by the Company from time to time in connection with Fair Trade Practices, Ethics, Anti-corruption and Bribery Policies, Employee Code of Conduct any other similar policies which are in line with Company's global policies. You further agree to co-operate with the management of the Company in establishing transparency and fairness in its business dealings.

You further confirm and agree that while your employment with Samsonite, you will:

- a. Avoid behavior that amounts to requesting, accepting, giving or offering anything of value to or from anyone to reward improper performance of an official duty or to obtain an unfair business advantage
- b. Not request, accept, make, offer to make, or promise to make payments, or give anything of value, directly or indirectly, to or from any third party, including without limitation any Government Official, for the purpose of assisting Samsonite in obtaining or retaining business or securing an improper business advantage
- c. Comply with the gift and hospitality, entertainment and free samples policy of the Company as per Global Anti-Corruption Compliance Policy of the Company
- d. Comply with the antitrust and competition laws of the country and will not enter into agreements/arrangements that will limit or restrict competition.
- e. Ensure that all financial and accounting records, research, sales reports, expense records or reports, timesheets and other documents must be accurate and truthful and all documents filed with public, governmental, judicial or regulatory entities must represent the facts of the underlying matter clearly and honestly.
- f. Never directly or indirectly provide or offer to provide money, products, services or anything of value to any government/semi-government official, political

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- candidate or political organization in for the purpose of obtaining or retaining business, securing favorable regulatory action or for personal gain.
- g. Never offer, solicit or accept any bribe, illicit rebate or kickback. All money received from any current or prospective business partner of Samsonite should be recorded in Samsonite's financial books.
 - h. Never solicit or request a gift from a current or prospective business partner of Samsonite.
 - i. Avoid all situations in which your personal interests may conflict, or appear to conflict, with Samsonite's interests.
 - j. Protect Samsonite's assets from fraud, loss, damage, misuse and theft. All assets of the Company should be used efficiently and for legitimate business purposes only
 - k. Not be involved in any kind of unethical, unfair or corrupt trade practices

Please sign and return the duplicate copy of this letter in token of your acceptance of the above terms and conditions, at the earliest.

Yours faithfully,
For SAMSONITE SOUTH ASIA PVT. LTD.,


AJITKUMAR NAIR
HEAD-HR

Declaration by the Graduate Engineer Trainee: I have read and understood the above terms and conditions. I hereby accept this engagement on the above terms and conditions. I have joined duty on -

Date: _____

(Signature)

SSAPL/HRD/2022/111165
07th January 2022

Ms. Gayatri Nivrutti Bari
Nashik.

Dear Gayatri,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as '**GET- Graduate Engineer Trainee**' at our organization for **one year** on the following terms and conditions:

Date of Joining: 07/01/2022.

Completion of Period: 06/01/2023.

Stipend: - Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only) p.a. cost to the company.

Company rules do not provide for payment of any overtime and any other perquisites to your cadre.

Leaves: - During your training period you will not be entitled for leave except paid holidays declared by Company.


Secrecy: - You shall, at all time, maintain complete secrecy about the Company's business-related information processes and the like which may come to your knowledge during the period of your training.

During your employment with us you shall not without the written permission of the Company, publish any article or deliver, any talk on any subject related to your profession or participate as a member of any organization connected with your profession.

You shall keep and render faithful account of all properties of the company entrusted to you during your "**GET-Graduate Engineer Trainee**" Appointment with the company.

You shall inform the company immediately regarding any inventions, patents, processes etc. and it will become the property of the Company.

Termination: - During the "**GET-Graduate Engineer Trainee**" Appointment, this contract may be determined by the Company or by the trainee by a written notice of one month or on payment of the month's stipend in lieu thereof.

 This contract shall lapse on the expiry of the period or the contract can be modified / amended / converted into a contractual appointment for a period as decided by the Company.

Samsonite

This company reserves the right to terminate this contract without notice or any compensation, if any act of the trainee is found detrimental to the interest of the Company or its associates and the company's decision in this respect shall be final. If for any reason, you wish to terminate the Contract you may do so by giving 1 (One) months' notice in writing or pay the Company 1 (one) month's basic salary in lieu thereof. Similarly, the Company can at its discretion, terminate your Contract by giving 1 (One) months' notice in writing or 1 (One) month's basic salary in lieu thereof.

The following acts also of yours shall invite termination of this contract: -

- a) Performance found below expectations during training / contractual period.
- b) Involvement in serious misconduct during training / contractual period.
- c) Repetitive/habitual mistakes made during training /contractual period.
- d) Willful damage to work in process or to any property of the establishment.

This engagement is offered to you based on the information provided by you in your application and during subsequent correspondence and meetings.

Should any of the information furnished by you prove to be incorrect or false, the company will view it seriously and take appropriate action as it may be advised.

Date of Birth: - On the strength of the document submitted, we have recorded your date of birth as 25th August 1999.

Anti-Bribery, Fair Practice and Ethics: By signing this letter, you hereby confirm receipt of the Global Anti-corruption Compliance Policy of the Company and had read and understood it completely in all respects and during the entire term of this Agreement, you will ensure its compliance along with terms and conditions of all such policies, guidelines and code of conduct as may be issued and amended by the Company from time to time in connection with Fair Trade Practices, Ethics, Anti-corruption and Bribery Policies, Employee Code of Conduct any other similar policies which are in line with Company's global policies. You further agree to co-operate with the management of the Company in establishing transparency and fairness in its business dealings.

You further confirm and agree that while your employment with Samsonite, you will:

- a. avoid behavior that amounts to requesting, accepting, giving, or offering anything of value to or from anyone to reward improper performance of an official duty or to obtain an unfair business advantage.
- a. not request, accept, make, offer to make, or promise to make payments, or give anything of value, directly or indirectly, to or from any third party, including without any limitation any Government Official, for the purpose of assisting Samsonite in obtaining or retaining business or securing an improper business advantage
- b. Comply with the gift and hospitality, entertainment, and free samples policy of the Company as per Global Anti-Corruption Compliance Policy of the Company
- c. Comply with the antitrust and competition laws of the country and will not enter agreements/arrangements that will limit or restrict competition.
- d. Ensure that all financial and accounting records, research, sales reports, expense records or reports, timesheets and other documents must be accurate and truthful, and all

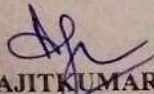
Samsonite

documents filed with public, governmental, judicial, or regulatory entities must represent the facts of the underlying matter clearly and honestly.

- e. never directly or indirectly provide or offer to provide money, products, services, or anything of value to any government/semi-government official, political candidate, or political organization in for the purpose of obtaining or retaining business, securing favorable regulatory action or for personal gain.
- f. never offer, solicit, or accept any bribe, illicit rebate, or kickback. All money received from any current or prospective business partner of Samsonite should be recorded in Samsonite's financial books.
- g. never solicit or request a gift from a current or prospective business partner of Samsonite.
- h. avoid all situations in which your personal interests may conflict, or appear to conflict, with Samsonite's interests.
- i. protect Samsonite's assets from fraud, loss, damage, misuse, and theft. All assets of the Company should be used efficiently and for legitimate business purposes only
- j. not be involved in any kind of unethical, unfair, or corrupt trade practices

Please sign and return the duplicate copy of this letter in token of your acceptance of the above terms and conditions, at the earliest.


Yours faithfully,
For SAMSONITE SOUTH ASIA PVT. LTD.,


AJITKUMAR NAIR
HEAD-HR

Declaration by the Graduate Engineer Trainee: I have read and understood the above terms and conditions. I hereby accept this engagement on the above terms and conditions. I have joined duty on -

Date: 7/04/2022

(Signature)


Gayatri N. Bari

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<https://play.google.com/store/apps/details?id=photo.pdf maker>

SSAPL/HRD/2021/111112

17th August 2021

Mr. Akash Ajay Patil

Nashik.

Dear Akash,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as '**GET- Graduate Engineer Trainee**' at our organization for **one year** on the following terms and conditions:

Date of Joining: 17/08/2021.

Completion of Period: 16/08/2022.

Stipend: - Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only) p.a. cost to the company.

Company rules do not provide for payment of any overtime and any other perquisites to your cadre.

Leaves: - During your training period you will not be entitled for leave except paid holidays declared by Company.

Secrecy: - You shall, at all time, maintain complete secrecy about the Company's business related information processes and the like which may come to your knowledge during the period of your training.

During your employment with us you shall not without the written permission of the Company, publish any article or deliver, any talk on any subject related to your profession or participate as a member of any organization connected with your profession.

You shall keep and render faithful account of all properties of the company entrusted to you in the course of your "**GET-Graduate Engineer Trainee**" Appointment with the company. You shall inform the company immediately regarding any inventions, patents, processes etc. and it will become the property of the Company.

Termination:- During the "**GET-Graduate Engineer Trainee**" Appointment, this contract may be determined by the Company or by the trainee by a written notice of one month or on payment of the month's stipend in lieu thereof.

This contract shall lapse on the expiry of the period or the contract can be modified / amended / converted into a contractual appointment for a period as decided by the Company.

This company reserves the right to terminate this contract without notice or any compensation, if any act of the trainee is found detrimental to the interest of the Company or its associates and the company's decision in this respect shall be final. If for any reason, you

wish to terminate the Contract you may do so by giving 1 (One) month's notice in writing, or pay the Company 1 (one) month's basic salary in lieu thereof. Similarly, the Company can at its discretion, terminate your Contract by giving 1 (One) month's notice in writing or 1 (One) month's basic salary in lieu thereof.

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This engagement is offered to you based on the information provided by you in your application and during the course of subsequent correspondence and meetings.

Should any of the information furnished by you prove to be incorrect or false, the company will view it seriously and take appropriate action as it may be advised.

Date of Birth: - On the strength of the document submitted, we have recorded your date of birth as 16th December 1997.

Anti-Bribery, Fair Practice and Ethics: By signing this letter, you hereby confirm receipt of the Global Anti-corruption Compliance Policy of the Company and had read and understood it completely in all respects and during the entire term of this Agreement, you will ensure its compliance alongwith terms and conditions of all such policies, guidelines and code of conduct as may be issued and amended by the Company from time to time in connection with Fair Trade Practices, Ethics, Anti-corruption and Bribery Policies, Employee Code of Conduct any other similar policies which are in line with Company's global policies. You further agree to co-operate with the management of the Company in establishing transparency and fairness in its business dealings.

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- a. avoid behavior that amounts to requesting, accepting, giving or offering anything of value to or from anyone to reward improper performance of an official duty or to obtain an unfair business advantage
- b. not request, accept, make, offer to make, or promise to make payments, or give anything of value, directly or indirectly, to or from any third party, including without limitation any Government Official, for the purpose of assisting Samsonite in obtaining or retaining business or securing an improper business advantage
- c. comply with the gift and hospitality, entertainment and free samples policy of the Company as per Global Anti-Corruption Compliance Policy of the Company
- d. comply with the antitrust and competition laws of the country and will not enter into agreements/arrangements that will limit or restrict competition.
- e. Ensure that all financial and accounting records, research, sales reports, expense records or reports, timesheets and other documents must be accurate and truthful and all documents filed with public, governmental,



- judicial or regulatory entities must represent the facts of the underlying matter clearly and honestly.
- f. never directly or indirectly provide or offer to provide money, products, services or anything of value to any government/semi-government official, political candidate or political organization in for the purpose of obtaining or retaining business, securing favorable regulatory action or for personal gain.
 - g. never offer, solicit or accept any bribe, illicit rebate or kickback. All money received from any current or prospective business partner of Samsonite should be recorded in Samsonite's financial books.
 - h. never solicit or request a gift from a current or prospective business partner of Samsonite.
 - i. avoid all situations in which your personal interests may conflict, or appear to conflict, with Samsonite's interests.
 - j. protect Samsonite's assets from fraud, loss, damage, misuse and theft. All assets of the Company should be used efficiently and for legitimate business purposes only
 - k. not be involved in any kind of unethical, unfair or corrupt trade practices

Please sign and return the duplicate copy of this letter in token of your acceptance of the above terms and conditions, at the earliest.

Yours faithfully,

For SAMSONITE SOUTH ASIA PVT. LTD.,


AJITKUMAR NAIR
HEAD-HR

Declaration by the Graduate Engineer Trainee: I have read and understood the above terms and conditions. I hereby accept this engagement on the above terms and conditions. I have joined duty on -

Date: _____

(Signature)