

PRIVACY AND CONFIDENTIALITY AGREEMENT

This Privacy and Confidentiality Agreement is made on this 24th day of December, 2025

BETWEEN

JobReady Placements, a company incorporated under the Companies Act, 2013, having its registered office at **[scf-80,3rd floor,sector 65,phase 11,Mohali]** (here in after referred to as the "Company", which expression shall, unless repugnant to the context, include its successors and permitted assigns);

AND

Abhishek Pundir,son of **[Bijendra Singh]** residing at **[village-Hindolakh, Tehri Garhwal(Uttrakhand)]**,holding **[Aadhaar Number: 5899 9945 2237]**, employed with the Company as **[Application Developer]** (here in after referred to as the "Employee").

The Company and the Employee are here in after individually referred to as a "Party" and collectively as the "Parties".

1. PURPOSE

During the course of employment, the Employee will have access to confidential, proprietary, personal, and sensitive information of the Company, its clients, vendors, and employees. This Agreement is executed to protect such information in accordance with applicable laws in India, including the Constitution of India (Article 21 – Right to Privacy), the Information Technology Act, 2000, and other applicable data protection laws.

2. DEFINITIONS

2.1 Confidential Information means all non-public information, whether written, oral, electronic, or otherwise, including but not limited to:

Business plans, trade secrets, know-how, processes, financial data

Client/customer information

Employee personal data

Technical data, software, source code

Any information marked or understood to be confidential

2.2 Personal Data shall have the meaning assigned under applicable Indian data protection laws, including sensitive personal data or information.

3. OBLIGATIONS OF THE EMPLOYEE

The Employee agrees to:

3.1 Maintain strict confidentiality of all Confidential Information;

3.2 Use Confidential Information solely for the purpose of performing duties under employment;

3.3 Not disclose, publish, copy, reproduce, or transfer Confidential Information to any third party without prior written consent of the Company;

3.4 Take reasonable measures to protect Confidential Information from unauthorized access, loss, or misuse;

3.5 Immediately notify the Company of any suspected breach or unauthorized disclosure.

4. EXCEPTIONS

Confidential Information shall not include information which:

Is or becomes publicly available without breach of this Agreement;

Is required to be disclosed by law or court order (after giving prior notice to the Company, where permissible);

Was lawfully known to the Employee prior to disclosure by the Company.

5. DATA PROTECTION AND PRIVACY

5.1 The Employee acknowledges that the right to privacy is a fundamental right under Article 21 of the Constitution of India.

5.2 The Employee shall comply with:

Information Technology Act, 2000;

Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011;

Digital Personal Data Protection Act, 2023 (as applicable);

Company's internal data protection and information security policies.

5.3 The Employee shall process personal data only as authorized and for lawful purposes.

6. RETURN OF COMPANY PROPERTY

Upon termination of employment or upon request, the Employee shall immediately return all documents, records, data, devices, and materials containing Confidential Information and shall not retain any copies.

7. TERM AND SURVIVAL

This Agreement shall remain in force during the term of employment and the confidentiality obligations shall survive termination of employment for a period of [__] years or as long as the information remains confidential, whichever is longer.

8. BREACH AND REMEDIES

The Employee acknowledges that breach of this Agreement may cause irreparable harm to the Company. The Company shall be entitled to seek injunctive relief, damages, and other remedies available under law.

9. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of India. Courts at **Mohali** shall have exclusive jurisdiction.

10. AMENDMENT

Any amendment to this Agreement shall be valid only if made in writing and signed by both Parties.

11. SEVERABILITY

If any provision of this Agreement is held to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

12. ENTIRE AGREEMENT

This Agreement constitutes the entire understanding between the Parties with respect to confidentiality and privacy and supersedes all prior agreements or understandings

13. COMMITMENT AGREEMENT

By signing this appointment letter and agreement with JobReady Placements, you expressly commit to joining the company. In the event you decide not to proceed with employment after signing, the compensation payable shall be **limited to the actual loss or damage proved by the Company, upto ₹5,00,000 (Rupees Five Lakh only)**, and shall not be in the nature of a penalty, as per Section 73 of the Indian Contract Act, 1872, relating to compensation for loss or damage caused by a breach

of contract. The company may also pursue legal action for any damages incurred due to such a breach.

IN WITNESS WHEREOF

The Parties have executed this Agreement on the date first written above.

For the Company

Signature: _____

Name: Karanbir Singh

Designation: CEO

Date: 29/12/2025

Employee

Signature: _____

Name: Abhishek Pundir

Date: 29/12/2025

I've created a professionally drafted Privacy and Confidentiality Agreement in the canvas, aligned with Indian law, including:

Article 21 (Right to Privacy) – Constitution of India

Information Technology Act, 2000

IT Rules, 2011

Digital Personal Data Protection Act, 2023