



Securatec Lanka (Pvt) Ltd.

25 May 2015

Appointment Letter

Dear Mr.Aminda,

We have the pleasure in appointing you as Head of Service & Technical Division to Securatec Lanka (Pvt) Ltd, with effect from 1st of June 2015 on the following terms and conditions:

You will be on probation period for a period of 03 months from the date of appointment in the event of the management not being satisfied with your work and performance, your period of probation may be extended for a further period of 03 months. On completion of the probationary period the management, if satisfied with your work and performance, honesty integrity etc. will confirm your appointment in writing.

In the event of your appointment not being confirmed in writing, your services will be deemed to be terminated with effect from the 31st of August 2015 or at the end of the extended period of probation, (if applicable). However, during the period of probation the management reserved the right to terminate your services any time without notice to you without any reason or payment in lieu thereof.

1 Salary

You will be paid a salary of Rs. 60,000/- (Basic Rs.35, 000.00 and Allowance Rs.25, 000.00) per calendar month, which is subject to the deduction of all government taxes as required by the laws of the country. The salary will be paid last week of every month. The salary will be subject to review after probation (3 months), upon the prior agreement it will be raised up to Rs.70,000.00 (Basic Rs.35, 000.00 and Allowance Rs.35,000.00) and will be subject to periodic review at the discretion of the management.

2 Deductions / Contribution

On your confirmation as a permanent employee you are required to be a member of the Employees Provident Fund to which you will contribute 8% of your basic salary and the company will contribute 12% of your salary each month. The company will also contribute 3% of your salary each month to the Employee's Trust Fund.

3 Working Hours

You will be required to work flexible hours as determined by exigencies of service. However, in general your working hours will be from 9.30am to 5.30pm on weekdays with a lunch interval of 45 minutes. We reserve the right to change these working hours by giving notice.

Operations Office: No. 131/6, Thimbirigasyaya Road, Colombo 05, Sri Lanka
Tel: 0094 114 931974, Fax: 0094 114 511459, E-Mail: contact@securateclanka.com
"SECURATEC LANKA – YOUR PARTNER OF CHOICE IN OUR INDUSTRIES"
www.securateclanka.com

4 Leave

You will be entitled to two (02) days per month.

You are not permitted to stay away from work without prior approval, however if so special reasons you are obliged to do so, you should immediately advise the management of the reasons of your inability to come to work.

All Leaves must be approved by the Company Managing Director/ Director with minimum 03 working days notice. Management reserve the right to refuse leave requested if your presence is needed in office. Unapproved Leave will be considered as "UN PAID" leave.

5 Loyalty / Confidentiality

You will serve the company exclusively, faithfully and diligently, give your whole time and attention to the business and affairs of the company, observe and perform all lawful direction, whether written or oral, that may be given to you from time to time.

Whether during or outside working hours or whether at the workplace or otherwise, you shall not conduct yourself in a manner which may or is likely to cause or be calculated to cause damage to the reputation and/or activities of the company.

You shall not either directly or indirectly, engage or be concerned in any other employment or receive fees or payment, from others for services rendered without the written consent of the Company Directors.

You shall not receive or accept, whether directly or indirectly, except with the written consent of the Company Directors, any profit or commission or any other gain out of or from any business enterprise, undertaking or any contract in relation to the Company.

You shall not divulge either directly or indirectly to anyone at any time anything pertaining to the affairs of the Company.

You agree that, in as much as you are entitled to your own political ideas and sympathies, you shall not engage yourself in any political activity of any kind whatsoever, nor act in any manner to create the impression that your judgment in any matter is or may be tainted or influenced by political considerations.

You shall not engage in discussing with any persons regarding any payments of commissions on behalf of the company at any given time.

6 Termination of Employment

Either party may terminate this contract by 01 Month notice or 01 Month pay in lieu of notice without assigning any reason for such termination.

Notwithstanding, anything mentioned above, we shall have the right to suspend you from service without notice in the event of misconduct, dishonesty, fraud, disobedience or indiscipline in your duty. However, in the case of employees in probation, either party could terminate without giving 2 Weeks' notice.

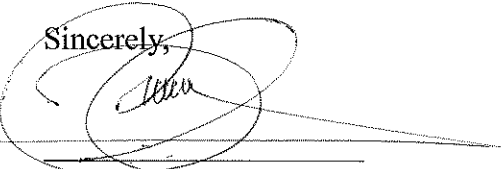
7 General

The foregoing terms and conditions or any of them may at any time be amended, altered, added or revoked and such amendments, alterations, additions and revocations shall take effect from the date specified therein.

If you accept this appointment on the above terms and conditions please be good enough to sign and return the duplicate of this letter in the space provided for your signature as proof of your acceptance.

We wish you a long and pleasant association thereof.

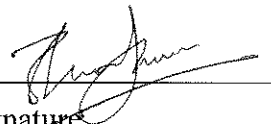
Sincerely,



C.L.D.P. Danawardena
Managing Director
SECURATEC LANKA (PVT) LTD

Acknowledgement

I have read and accept the above employment contract on the terms and conditions set out herein and undertake to abide by them.



Signature

K.A. James
NIC No: 833340409V

1st June 2015
Date