



PHYTO CHEM (INDIA) LIMITED

C I N : L 2 4 1 1 0 T G 1 9 8 9 P L C 0 0 9 5 0 0

Corporate Office : 8-3-229/23, First Floor, Thaherville,
Yousufguda Checkpost, Hyderabad-500 045, Telangana.
Tel : 040 - 23557712, 23557713, Fax : 91-40-23557714.
Email : info@phytochemindia.com

PCIL/CA/0452/2018-19

Date: 30-03-2019

To
Mr B. Sambasiva Rao,
8-3-167/6/119/4,
Sai Krishna Sadan,
Rajeeev Nagar,
Hyderabad – 500 018,
Telangana.

Dear Mr Sambasiva Rao,

Sub: Appointment for the post of Chief Financial Officer of the Company –
Regarding.

Ref: 1. Your letter dated 29-03-2019.
2. Board Meeting dated 30-03-2019.

We are pleased to inform you that in accordance with the provisions of Section 2(19) of the Companies Act, 2013 and SEBI (LODR) Regulations, 2015, you are hereby appointed as Chief Financial Officer of the Company to perform the duties of a Chief Financial Officer as required under the Companies Act, 2013 and such other duties that may be assigned by the Managing Director, Executive Director and Board of Directors from time to time.

You are requested to assume the services as CFO of the Company on or before 01-04-2019.

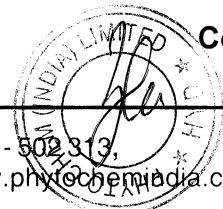
You will be paid a Gross Salary of Rs.29, 400.00 (Rupees Twenty Nine Thousand Four Hundred Only) per month and the breakup of your salary will be as follows:-

Basic Salary	: Rs. 4000.00
Dearness Allowance	: Rs. 6000.00
H.R.A	: Rs. 6000.00
C.A	: Rs. 8000.00
Special Allowance	: Rs. 5400.00
Total	: Rs.29400.00

You will be on probation for a period of six months and on your services during the said probation period being found satisfactory, The Company may consider you for confirmation in the said post and you will be absorbed in the regular pay scale of the Company.

During the period of your probation, your services may be terminated by the Company without any prior notice and you may also leave the service of the Company with written notice. On confirmation, however, the contract of employment may be terminated by either party by giving the other, thirty days written notice or paying thirty days salary in lieu thereof.

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The Company may terminate your services even after confirmation without giving you any notice if you are found by the Company not performing your assigned duties and your statutory duties properly and to the satisfaction of the Board.

As CFO, you shall be exclusively responsible:

- a. Maintaining Books of Accounts and other relevant books and papers and Financial Statements for every Financial year to give true and fair view of the Company.
- b. For duly complying with all the regulations as may be prescribed by the regulations framed by the SEBI; and
- c. For carrying out the instructions, directions and advices of the Managing Director, Executive Director and Board of Directors of the Company given to you from time to time.

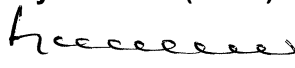
You shall devote your time and attention to the work of the Company during your tenure as Chief Financial Officer and shall work with due diligence and using your abilities to your best. You shall obey the orders of the Board of Directors of the Company. You shall do your best to promote the interest of the Company and shall faithfully serve the Company.

You shall not disclose to any unauthorized person during your employment as Chief Financial Officer of the Company any information obtained by you in relation to the business and corporate policies of the Company with special reference to the Company's policy regarding declaration and payment of dividends from time to time.

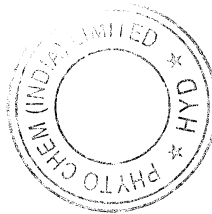
Please convey your acceptance for this letter of appointment and the terms and conditions contained herein by signing the second copy of this letter and returning the same to the Company.

Wish you all the best

For Phyto Chem (India) Limited


(Nayudamma Yarlagadda)

Managing Director
DIN: 00377721



I accept the above offer of appointment for the post of Chief Financial Officer with all the terms and conditions contained herein and join the service of the Company.


(B. Sambasiva Rao)

01-04-2019