

Company Policy on Affiliate Re-Joining and Poaching

Objective:

This policy aims to establish a fair, transparent, and structured work environment, preventing affiliates from switching teams due to disparities in support systems, ensuring alignment with the company's ethical standards and applicable laws.

1. Policy for Affiliates Re-Joining

- a. Any affiliate attempting to rejoin the company after leaving or being mapped to a different sales manager shall be subject to the following disciplinary actions:
 - I. Immediate suspension for a period of one (1) month.
 - II. Cancellation of both the old and new IDs of the rejoining affiliate to maintain integrity.
 - III. Permanent suspension of the new ID if the affiliate is caught rejoining again.

2. Policy for Affiliates Poaching Other Affiliates

- a. Affiliates found poaching or influencing others to rejoin their team directly or indirectly shall face disciplinary actions:
 - I. First Offense: Suspension of ID for one (1) month.
 - II. Second Offense: Suspension of ID for three (3) months.
 - III. Third Offense: Permanent suspension of ID, with all pay out shield indefinitely.

3. Commission Policy for Poaching and Rejoining

- a. Affiliates caught poaching or rejoining an existing affiliate shall forfeit their right to receive commission for that particular sale.
- b. If the violation is discovered after commission release, the amount shall be deducted from future commissions.

Implementation:

This policy is effective immediately and applies to all affiliates and sales managers. The Compliance Department shall review all cases to ensure fair and consistent enforcement.

Governing law and Jurisdiction:

This policy is governed by and construed in accordance with the laws of India. Any disputes arising out of or related to this policy shall be resolved through arbitration in accordance with the Arbitration and Conciliation Act, 1996.

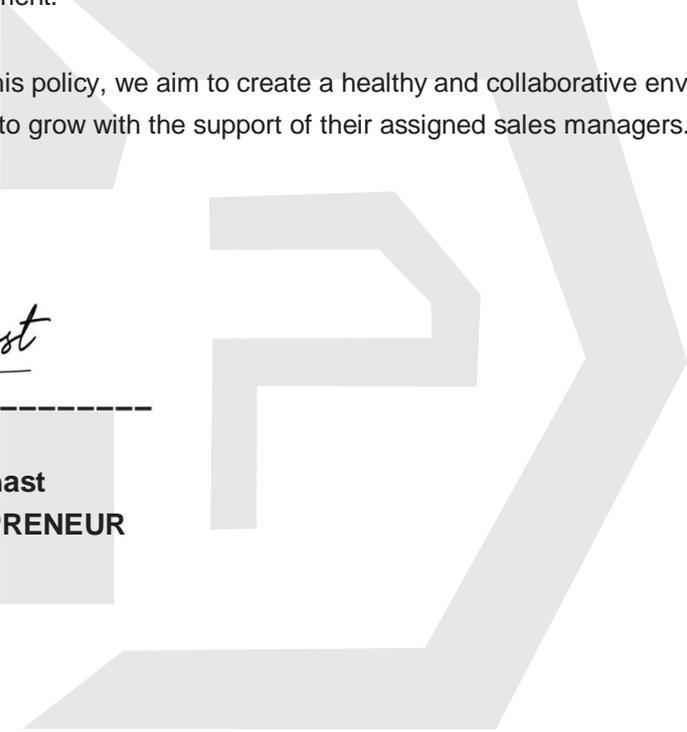
Version Control:

This policy may be updated or amended at any time. Affiliates shall be notified of any changes and are responsible for reviewing and complying with the updated policy.

By executing this policy, **IDIGITALPRENEUR PRIVATE LIMITED** reaffirms its commitment to maintaining a fair, transparent, and ethical work environment.

This policy is **effective immediately** and is applicable to all affiliates and sales managers within the organization. All cases will be reviewed by the Compliance Department to ensure fair and consistent enforcement.

By implementing this policy, we aim to create a healthy and collaborative environment that allows all affiliates to grow with the support of their assigned sales managers.



Ashutosh Pratihast
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