

10. Resignation and Exit Policy

Acuiti Labs complies with state-specific establishments laws including in relation to termination of employment and notice periods stated in these contracts. Please refer to country specific addendum for laws and practices related to your country.

- **Notice Period:** A notice period is as per the terms of their employment contract.
- **Termination:** In cases of misconduct, termination may occur without notice or payment in lieu of notice, as per applicable law.
- **Severance Pay:** Severance pay will be provided as per statutory requirements in cases of retrenchment.
 - Waiver of the notice period upon employee request is subject to the sole discretion of the company. The company is under no obligation to grant such a waiver, and any decision in this regard shall be based on business continuity, knowledge transition, and operational requirements.
 - In the event of voluntary resignation, the company reserves the right to relieve the employee before completion of the applicable notice period.
 - The company reserves the right to recover specific costs incurred on behalf of the employee, which may include but are not limited to relocation assistance, joining bonus, long-term retention bonus, visa/work permit processing fees, assignment-specific training costs, or certification sponsorships. Recovery may apply in cases where the employee fails to fulfill the obligations associated with such benefits, including failure to travel, premature exit, or non-completion of an assignment, subject to applicable laws.
 - In case your services are terminated by the company for any reason whatsoever including termination due to breach of the existing policies, non-performance or any kind of misconduct then the company may take the decision of releasing you with immediate effect and will not be liable to pay the notice payment for the full or balance notice period.
 - In event of your resignation from the services of the company, either on voluntary or non-voluntary basis, you are obliged to return the entire joining bonus amount to the company if you have resigned in less than a year from the date of your joining.
 - If you are serving notice period, either due to resignation submitted voluntarily or non-voluntarily (asked to leave), the company is not liable to pay you any performance or retention bonus as a part of your full and final settlement.
 - In the event of business requirements or you having any incomplete assignment, the company will have the discretion to extend the notice period depending on business requirements.