

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is executed on Day, 30/06/2021

Between

Sanjeevan Engineering & Technology Institute, Panhala, an Engineering College run by Holy-Wood Academy Kolhapur's (hereinafter referred to as "**Sanjeevan Engineering & Technology Institute, Panhala**"), which expression shall, unless repugnant to the context or meaning thereof, include its successors, legal representatives and permitted assignees) on FIRST PART

And

Hari Om Flexipack Industries., a Company duly organized and existing under the laws of India having its registered office at Pune — Banglore Highway, Behind Rajesh Motors, A/P — Vathar, Dist. Kolhapur - 416112 (hereafter referred to as "**Hari Om Flexipack Industries.**"), which expression shall unless repugnant to the context or meaning thereof, include its successors, legal representative and permitted assignees) on SECOND PART

AND WHEREAS, "**Sanjeevan Engineering & Technology Institute, Panhala**" is among the noteworthy academic institutes of Kolhapur offering UG program in Engineering, and PG programs in Mechanical Engineering,

AND WHEREAS, **Hari Om Flexipack Industries.**, is a registered company, engaged in Packaging solution in international platform AND WHERE both "**Sanjeevan Engineering & Technology Institute, Panhala**" and **Hari Om Flexipack Industries.** are desirous of associating with each other to expertise students of **Sanjeevan Engineering & Technology Institute, Panhala** on (possible area/subject of working) will also help in conducting Expert Lectures/Seminars/Workshops/Inernship/Industrial visits/Consultacny(keep appropriate) as an addition to Sanjeevan Engineering & Technology Institute, Panhala curriculum in co-ordination with Sanjeevan Faculties.

Now therefore, in consideration of the premises and the actual covenants herein contained, it is agreed by both **Sanjeevan Engineering & Technology Institute, Panhala** and **Hari Om Flexipack Industries.** as under.

Definitions and Interpretation

"MOU" shall mean this Memorandum of Understanding executed between **Sanjeevan Engineering & Technology Institute, Panhala** and **Hari Om Flexipack Industries.** on **30/06/2021.**

"Party" or "Parties" shall mean **Sanjeevan Engineering & Technology Institute, Panhala** and **Hari Om Flexipack Industries.** individually and collectively as the context may require;

The headings/subheadings/titles sub-titles are only for the sake of convenience and shall not be interpreted to restrict or otherwise affect the meaning or import of the clauses, which shall be interpreted solely in light of the contents thereof.

Use of words in the singular includes the plural and vice versa and the masculine gender includes the feminine where applicable.

Where a word or phrase is defined, other parts of speech and grammatical forms of that word or phrase shall have the corresponding meanings. Any reference to 'Writing' includes printing, typing, lithography and other means of reproducing words in visible form.

Responsibility Structure

Sanjeevan Engineering & Technology Institute, Panhala shall provide the infrastructure of systems, LCD projector etc. for the Expert Lectures. Also the labs and other research equipment available in the lab.

Hari Om Flexipack Industries, shall be responsible for arrangements & co- ordination for supply of Industry Expertise, Design training program, Process of necessary Appointments with Industries for Industry Internship Program, Expert Lectures as well as Visits in co- ordination with staff of **Sanjeevan Engineering & Technology Institute, Panhala**.

Sanjeevan Engineering & Technology Institute, Panhala shall create awareness amongst its students for promotion of the activity especially Internship Program.

Relationship

This MOU relates solely to the intention of the parties, wherein **Sanjeevan Engineering & Technology Institute, Panhala** and **Hari Om Flexipack Industries**, jointly work together and shall not extend to any other activity or create a partnership between the Parties hereto and under any law of any country. The parties agree that it is not their intention to share any loss or profit between them in their respective fields, except to the extent expressly provided herein.

Authority to Bind

No party shall act on behalf of the other party to contractually bind the other Party under the terms of this MOU having first obtained the other Party's written agreement.

Confidential and Proprietary Information

"Confidential Information" shall mean all information, including the material and licenses or other information if any so given to **Sanjeevan Engineering & Technology Institute, Panhala**, written or verbal, identified as confidential or of a nature that a reasonable person would understand as being considered confidential by **Hari Om Flexipack Industries**, and disclosed by **Hari Om Flexipack Industries**, to **Sanjeevan Engineering & Technology Institute, Panhala** or its faculty which is related to **Hari Om Flexipack Industries**, information such as course material, training data, guidance notes, procedures, methodology, etc.

Sanjeevan Engineering & Technology Institute, Panhala shall hold in trust and confidence for **Hari Om Flexipack Industries**, all confidential information provided by **Hari Om Flexipack Industries**, and **Sanjeevan Engineering & Technology Institute, Panhala** shall not disclose to any person or use such information for any purpose other than defined in this MOU. **Sanjeevan Engineering & Technology Institute, Panhala** shall not make any copies of the confidential information other than are required for the work involved and with prior and mutual consent from **Hari Om Flexipack Industries**, and shall return/destroy all such information at the termination of the contract. By disclosing this information to **Sanjeevan Engineering & Technology Institute, Panhala**, **Hari Om Flexipack Industries**, does not grant any expressed, implied or other license or right to **Sanjeevan Engineering & Technology Institute, Panhala** to propagate the information. **Hari Om Flexipack Industries**, hereby grants to **Sanjeevan Engineering & Technology Institute, Panhala** an academic, non-exclusive, non-transferable right and license solely for the purpose of providing practical training to the **Sanjeevan Engineering & Technology Institute, Panhala** students.

Sanjeevan Engineering & Technology Institute, Panhala shall not disclose **Hari Om**

Flexipack Industries, confidential information without first obtaining written consent from **Hari Om Flexipack Industries**.

Sanjeevan Engineering & Technology Institute, Panhala shall disclose **Hari Om Flexipack Industries**, confidential information only to **Sanjeevan Engineering & Technology Institute, Panhala** employees having a legitimate reason to know the same and shall inform each employee receiving the confidential information of the confidential nature of the same and **Sanjeevan Engineering & Technology Institute, Panhala** obligations hereunder.

Sanjeevan Engineering & Technology Institute, Panhala shall secure documents, items of work in progress and work products that embody confidential information in locked files or areas providing restricted access to prevent its unauthorized disclosure. **Sanjeevan Engineering & Technology Institute, Panhala** shall maintain adequate procedures to prevent loss of any confidential information or confidential documents provided to it by **Hari Om Flexipack Industries**. In the event of any loss, **Sanjeevan Engineering & Technology Institute, Panhala** shall notify **Hari Om Flexipack Industries**, immediately.

Termination

Five year from the date of signing of MOU, unless renewed on a mutually agreed terms and condition for a further period. During the initial term or any renewal term, either party may terminate this MOU, after mutually agreed days, with prior written notice to the other party.

Assignment

This MOU shall not be assigned or otherwise transferred by any Party, in whole or in part, without the express written consent of the Other Party.

Consequential Damages

Other than explicitly mentioned in this MOU, either Party shall not under any circumstances or at any time be liable to the other under or in connection with the MOU for any special or any direct or indirect loss or damage or for any consequential loss or damage, whether direct or indirect, including but without limiting the generality of the foregoing, loss of profits, loss of production, or loss of opportunities.

Severability

If any provision of this MOU or the application thereof to any person, entity or circumstance shall be invalid or unenforceable to any extent, the remainder of this MOU shall not be affected thereby and the application of such provision shall be enforced to the greatest extent permitted by law.

Arbitration

All disputes, differences or claims arising out of or in relation with this MOU not limited but inclusive of as regards to rights, liabilities, damages, claims, breach or interpretation of this MOU between the Parties shall be referred to arbitration.

Any party shall give a written notice to other party of existing such dispute, difference or claim. On receipt of such notice within 15 days, the Head of Institution of **Sanjeevan Engineering & Technology Institute, Panhala** and Partner, **Hari Om Flexipack Industries**, or any other persons so nominated by the respective Parties, shall meet together

and try to resolve such dispute, difference or claim amicably. If such amicable solution is not arrived within one month, then the matter shall be referred to Arbitration.

The place of arbitration shall be Kolhapur. The arbitration proceedings shall be conducted in English as per the rules of The Arbitration and

Conciliation Act 1996 by three (3) arbitrators appointed in accordance with the said Rules. The Arbitration Decision shall be final and binding.

Notices

Any notice and other communications provided for in the Agreement shall be in writing in English and shall be first transmitted by facsimile transmission and/or by internationally recognized courier service, in the manner as elected by the Party giving such notice:

In the case of notices to Hari Om Flexipack Industries.

Office Address:

Pune — Bangalore Highway, Behind Rajesh Motors, A/P — Vathar, Dist. Kolhapur - 416112

College Address

Sanjeevan Engineering & Technology Institute, Panhala

Address:

Sanjeevan knowledge city ,

A/P - Somwar Peth-Injole, Panhala,

Tal. Panhala, Dist. Kolhapur - 416201.

Either Party may, from time to time, change its address or representative for receipt of notices or other communications provided for in this Agreement by giving to the other not less than 15 days prior written notice.

Entire understanding

This MOU expresses the whole agreement reached between the Parties. Consequently, this Agreement supersedes any previous letter or document of

whatsoever nature exchanged between the Parties with respect to this Agreement.

Waiver

The waivers by one Party hereto of any default hereunder or of any covenant, agreement or condition contained herein shall not be construed to constitute a waiver of any other default or breach hereof whether similar or otherwise.

Amendment

No amendment to this MOU shall be valid and binding to the Parties unless it is made in writing and signed by authorized representative of all Parties to this Agreement.

In witness whereof the Parties have caused this Agreement to be executed by their duly authorized representatives on this 30th Day of June 2021.

For Hari Om Flexipack Industries.
Panhala

Sanjeevan Engineering & Technology Institute,

Name: Mr. Kundan Bhavsar.
Designation: G.M. Operations.

Name: Dr. Mohan B. Vanarotti
Designation: Principal



GST No. 27AFFFH9482E1Z4

TAN No. KLPH00705F

EMPLOYEE TRAINING PROGRAM REPORT: PEAK PERFORMANCE AT THE WORKPLACE

Date: 08, Jan 2023

HARI OM FLEXI PACK

Report Overview:

A comprehensive employee training program on "Peak Performance at the Workplace" was conducted by Dr. Ajay Maske, Director of Training and Placement, in collaboration with Sanjeevan Engineering and Technology Institute. The program was organized under the Memorandum of Understanding (MOU) established between Hari Om Company and Sanjeevan Institute over the past two years.

Program Highlights:

Collaborative Effort: The training program was a testament to the successful partnership between Hari Om Company and Sanjeevan Institute. The ongoing MOU has facilitated knowledge sharing and collaboration, fostering mutual growth and development.

Expert Facilitator: Dr. Ajay Maske, renowned for his expertise in training and development, led the program. His extensive experience and in-depth knowledge were instrumental in delivering valuable insights to the employees.



Peak Performance Focus: The training program primarily focused on strategies and techniques to enhance employee performance in the workplace. Attendees gained a deeper understanding of the factors influencing their productivity and efficiency.

Interactive Sessions: The program included interactive sessions, workshops, and discussions, allowing employees to actively participate and share their experiences. This encouraged a dynamic learning environment.

Practical Tools: Attendees were provided with practical tools and methodologies to implement in their daily work routines. These tools aimed to boost productivity, time management, and overall performance.

Impact and Outcomes:

The "Peak Performance at the Workplace" training program had several positive outcomes:

Increased Employee Productivity: Employees learned how to better manage their time, reduce stress, and stay motivated, resulting in improved productivity.

Enhanced Collaboration: The program fostered a sense of teamwork and collaboration among employees, creating a more cohesive and productive work environment.

Skill Development: Employees acquired new skills and strategies to excel in their roles, benefiting both their professional growth and the company's performance.

Positive Feedback: Participants expressed their satisfaction with the program and highlighted the practicality of the tools and techniques they learned.

Conclusion:

The "Peak Performance at the Workplace" training program, facilitated by Dr. Ajay Maske, has had a significant impact on employees at Hari Om Company. This initiative, conducted in collaboration with Sanjeevan Institute under their established MOU, reflects a commitment to continuous learning and growth.

The training program's success underlines the value of knowledge exchange and collaboration between educational institutions and corporate entities. Such endeavors not only enhance employee skills but also contribute to the organization's success.

As the partnership between Hari Om Company and Sanjeevan Institute continues to strengthen, it is evident that the collective efforts are leading to a more knowledgeable, skilled, and high-performing workforce, ultimately benefiting both the company and its employees.

Prepared By: Ajay Krishna Maske



Handwritten signature of Dr. Ajay Maske in blue ink above a blue ink stamp that reads "PRINCIPAL Sanjeevan Engg. & Tech. Institute Somwar Peth, Panhala - 416 201".