

Transfer, Posting and Mobility as Condition of Service

1. **Transfer as an Incidence and Condition of Employment:** The Employee expressly acknowledges and agrees that, considering the nature of the Company's business and project-based operations, **transfer, posting, redeployment and change of work location shall constitute an inherent condition of service and an essential term of employment.**

The Employee may, at the sole discretion of the Company, be transferred, posted, deputed, assigned or re-assigned, temporarily or permanently, from one project, office, unit, department, business location or assignment to another, anywhere in India and, if applicable, outside India.

2. **Operational Right of Deployment:** The Company shall have the unrestricted right, based on business exigencies, project requirements, manpower optimization, administrative convenience, client requirements, safety considerations or operational necessity, to:

- transfer the Employee between project sites and offices;
- change reporting relationships or functional assignments;
- redeploy the Employee to another project, unit or department;
- assign temporary site postings, rotational assignments or deputation.

Such transfer or redeployment shall not be treated as change in service conditions adverse to the Employee merely by reason of location, reporting structure or assignment.

3. **Obligation to Accept Transfer:** The Employee shall comply with all lawful transfer, posting or redeployment orders issued by the Company and report at the transferred location within the stipulated time.

Refusal, failure, or unreasonable non-compliance with transfer instructions, without valid grounds accepted by Management, may be treated as misconduct, breach of employment terms, or refusal to perform assigned duties.

4. **No Vested Right to Particular Posting:** The Employee shall have no vested right to remain posted at any particular project, station, office, department or geographical location, nor shall any posting be construed as permanent unless specifically agreed in writing by the Company.
5. **Project Completion / Resource Reallocation:** Upon completion, suspension, reduction, demobilization, or change in scope of any project, the Company may reassign or transfer the Employee to any other project or office as determined by Management, and such reassignment shall be deemed a continuation of service.
6. **Compensation and Benefits on Transfer:** The Transfer shall ordinarily not affect continuity of service, seniority, or existing employment relationship. Transfer-related benefits, if any, shall be governed by Company policy and shall remain subject to Management discretion.
7. **Management Discretion Reserved:** The Company reserves absolute discretion regarding transfer, posting and deployment decisions in the interest of business operations, and such decisions shall be binding on the Employee.

Nothing herein shall restrict the Company's right to optimize manpower deployment across projects as part of its centralized resource planning.