

## **No-Dies-Non- Money-Day**

Policy ref #: Sync- NDNMDP-A6.02-01.01.2000

There can be No-Dies-Non- Money-Day at #TeamSync.

Team Sync is an equal-opportunity global consulting consortium and is ever-expanding its horizons for better business-connect. Rules and policy governing law of dynamic-business-curve, apply. However, consulting and liaison is not an easy task and requires a lot of business development on every-front. Corollary, the principle of no-work-no-pay or no-disbursement, in case of no-business-development; must apply to each and every function associated with #TeamSync defining and linking revenue with deliverance for all functions including field force, technical, business development, senior consulting teams and their direct and indirect associates, partners, vendors and allied. The doctrine of "no-work, no-pay" is a fundamental axiom at #TeamSync and/or its associates/partners (exceptions can be applied for approval).

All associates and partners in their capacity, with direct and in-direct participation with #TeamSync aligned networks; are expected that the work-assigned to them will be carried-out with defined-achievements and set-timelines. When the assigned or expected work is not done, the subject associate or partner (direct or in-direct) and its related vendor(s) of any associates whatsoever are not-eligible for any payment or disbursement in form of direct/in-direct payments or any extended privileges (irrespective of any existing or prior proposals; requests or pre-approvals).

In case of force majeure, a general strike or country-wide/ local-ban disrupts public transport systems and or any possible situation arising due to natural or man-made situation wherein consequently the linked partners, its employees, any associates (direct or in-direct) or any related consulting team operational members are unable to achieve or assume /complete assigned responsibility(ies) by being unable to reach their workplaces or destinations for assigned tasks in terms of material or services; and/or are not deliver timeline-based tasks (whether or not, pre-set or assumed perse'); the same principle prevails.

We expect all to respect this principle of equity and natural justice. "No-work, no-pay" lays a strong foundation to industrial peace and harmony in the long run enforcing that there can be No-Dies-Non- Money-Day at #TeamSync. \*Exceptional local rules can be implemented and cannot be linked with any of #TeamSync network setups or liabilities/ due-payments, whatsoever.

All disclaimers are applicable as per #TeamSync guidelines. Refer to #TeamSync policy web-pages and allied rules for updated policies and disclaimers.

\*Approvals, pre-conditions and disclaimers and T&Cs apply, irrespective to all partners and associates- direct or indirect.