



Terms & Conditions (For Freelancers)

This Freelancer Project Agreement ("Agreement") is hereby established between Zapnow, a subsidiary of Lesus Innovations Pvt Ltd, hereinafter referred to as the "Client," and the undersigned Freelancer, collectively referred to as the "Parties."

1. Payment Terms:

Payment for each project shall be remitted within 48 to 72 hours subsequent to the project's successful completion. Payment settlement will include any applicable Goods and Services Tax (GST) or Tax Deducted at Source (TDS) obligations for the freelancer.

2. Sales and Product Information:

It is incumbent upon the freelancer to ensure that the sales and product information is effectively and accurately conveyed when promoting the software.

3. Cash Collection:

Under no circumstances shall cash transactions be entertained with retailers during the process of software sales.

4. Project Timelines:

Each project undertaken by the freelancer must be accomplished within one calendar month from the date of assignment.

5. Partial Payment:

Partial payments will not be disbursed to the freelancer unless the project is fully and diligently completed in accordance with the agreed-upon terms.

6. Code of Conduct:

Any improper conduct directed towards prospective retail clients during sales or engagement shall result in the immediate nullification of this Agreement. No partial payments will be released to freelancers in such cases.



7. Scope of Work:

The freelancer shall strictly adhere to the defined scope of work as outlined in the project assignment. Any additional tasks requested by Zapnow will be subject to separate negotiation and payment.

8. Communication and Reporting:

The freelancer shall provide Zapnow with regular updates and progress reports, ensuring a transparent exchange of information throughout the project.

9. Intellectual Property:

Any intellectual property generated during the course of the project shall remain the exclusive property of the client, unless otherwise specified in written agreement. The freelancer shall not employ, share, or trade any project-related intellectual property without explicit consent from the client.

10. Confidentiality:

The freelancer commits to maintaining the utmost confidentiality regarding project-related information and client data, including, but not limited to, proprietary information, customer lists, and trade secrets.

11. Non-Compete Clause:

Throughout the project's duration and for a specified period post-completion, the freelancer shall refrain from engaging in activities that directly compete with the client's business.

12. Termination:

Both parties retain the right to terminate this project agreement with written notice, accompanied by a specification of the reasons for termination. In such cases, outstanding payments will be settled in accordance with the terms of this Agreement.

13. Dispute Resolution:

In the event of disputes or disagreements, both parties agree to seek resolution through mediation or arbitration prior to pursuing legal recourse. The Arbitration Appointed by Lesus Innovations. In Court of Haryana, Faridabad.



14. Compliance with Laws:

The freelancer shall diligently adhere to all applicable laws, regulations, and tax requirements relevant to their work, while taking full responsibility for their own tax obligations.

15. Indemnification:

The freelancer shall indemnify and hold harmless Zapnow, a brand under Lesus Innovations Pvt Ltd, including the parent company, Lesus Innovations Pvt Ltd, from any claims, losses, or liabilities arising from the freelancer's contributions to the project.

16. Client's Right to Reject Work:

Zapnow reserves the prerogative to reject any work that does not meet the agreed-upon quality standards. The freelancer is obligated to make requisite revisions at no additional cost to Zapnow.

17. Ownership of Tools and Equipment:

The freelancer shall provide their own tools, equipment, and workspace necessary for project completion. The client bears no responsibility for the provision of resources or materials.

18. Force Majeure:

Neither party shall be held liable for any delays or non-performance resulting from unforeseeable circumstances beyond their control, such as natural disasters, acts of war, or other force majeure events.

19. Severability:

If any provision of this agreement is determined to be invalid or unenforceable, the remaining provisions shall remain in full force and effect.

20. Amendments:

Any modifications or amendments to this agreement must be documented in writing and duly signed by both Parties.



21. Acknowledgment:

By appending their signatures hereto, the Parties acknowledge that they have perused, comprehended, and consented to the terms and conditions delineated in this Agreement.



Terms & Conditions

(For Full-Time Job Seekers)

This Full-Time Job Seeker Agreement ("Agreement") is hereby established between Zapnow, a subsidiary of Lesus Innovations Pvt Ltd, hereinafter referred to as the "Employer," and the undersigned Full-Time Job Seeker, collectively referred to as the "Parties."

1. Employment Terms:

The Employer will define the specific terms and conditions of employment, including but not limited to job responsibilities, compensation, benefits, and working hours. The full details will be specified in the employment contract upon successful selection.

2. Recruitment Process:

The selection process will involve interviews, assessments, and reference checks. The Employer reserves the right to make the final decision regarding the suitability of the Job Seeker for the position.

3. Non-Discrimination:

The Employer is committed to a policy of equal opportunity employment and will not discriminate against any Job Seeker on the basis of race, color, religion, sex, national origin, disability, or any other protected category.

4. Confidentiality:

Job Seekers may be exposed to confidential information during the recruitment process. They are obligated to maintain the utmost confidentiality regarding any sensitive information shared during interviews or assessments.

5. Intellectual Property:

Any intellectual property developed or shared by the Job Seeker as part of the recruitment process shall be the exclusive property of the Employer, unless otherwise specified in writing. The Job Seeker may not use, share, or sell any job-related intellectual property without the explicit consent of the Employer.



6. Data Privacy:

The Job Seeker's personal data and information provided during the recruitment process will be handled in accordance with the applicable data protection laws and the Employer's privacy policy.

7. Offer of Employment:

If a Job Seeker is selected for a position, an official offer of employment will be extended, outlining the terms and conditions of the employment, which may include a probationary period, salary, benefits, and other relevant details.

8. Background Checks:

The Employer may conduct background checks, including criminal and reference checks, as part of the recruitment process. Job Seekers consent to these checks as a condition of their application.

9. Employment Eligibility:

Job Seekers must provide proof of eligibility to work in the country where the employment is offered. Any false representation regarding eligibility may result in the revocation of the job offer.

10. Termination:

Both parties reserve the right to terminate the employment relationship at anytime, with or without cause, by providing notice in accordance with the terms of the employment contract.

11. Dispute Resolution:

In the event of disputes or disagreements related to the employment, both parties agree to seek resolution through mediation or arbitration before pursuing legal action. The Arbitration is Appointed by Lesus Innovations. In Court of Haryana, Faridabad.

12. Compliance with Laws:

The Job Seeker is expected to comply with all applicable laws, regulations, and company policies while employed by the Employer.



13. Severability:

If any provision of this agreement is deemed invalid or unenforceable, the remaining provisions shall remain in full force and effect.

14. Amendments:

Any changes or amendments to the terms and conditions of employment must be made in writing and signed by both Parties.

15. Acknowledgment:

By accepting employment with the Employer, the Job Seeker acknowledges that they have read, understood, and agreed to the terms and conditions outlined in this Agreement.