

RECRUITER / FIELD RECRUITER TERMS & CONDITIONS

ZENX LOGISTICS PRIVATE LIMITED

These Recruiter Terms & Conditions ("Terms") govern the engagement of the Recruiter ("Recruiter", "you" or "your") with **ZENX LOGISTICS PRIVATE LIMITED** ("Company", "we", "us" or "our").

1. Independent Freelancer Status

1.1 The Recruiter shall work with the Company strictly as an **independent freelancer / independent service provider** and shall not be considered an employee, agent, partner or representative of the Company.

1.2 Nothing contained in these Terms shall be construed as creating an employer-employee relationship between the Company and the Recruiter.

1.3 The Recruiter shall independently manage and perform the assigned recruitment activities and shall be responsible for complying with all applicable laws, rules and regulations relating to their freelance activities.

2. Incentive / Payment

2.1 The Recruiter shall be eligible to receive an incentive of **₹400/- (Rupees Four Hundred only) per Rider** successfully onboarded by the Recruiter and who remains **monthly active**, subject to the Company's verification and applicable payout criteria.

2.2 The applicable incentive shall be processed at the **end of the relevant month**, subject to successful verification of the onboarded and active Riders.

2.3 The incentive shall be credited to the Recruiter's designated account **only against a withdrawal request submitted by the Recruiter through the applicable Company system/platform**.

2.4 The Company shall not be responsible for any payment before the applicable payout/withdrawal process or against unverified, rejected, fraudulent or otherwise ineligible recruitment.

3. Responsibility for Onboarded Riders

3.1 The Recruiter shall be responsible for the Riders onboarded/recruited by the Recruiter, including providing proper recruitment information, ensuring compliance with Company requirements and supporting the Rider in completing the onboarding process.

3.2 Any false information, fraudulent onboarding, misconduct, manipulation or violation of Company procedures attributable to the Recruiter may result in withholding/reversal of the applicable incentive and/or termination of the freelance engagement, subject to applicable law.

4. No Performance, No Incentive

4.1 No performance, no recruitment and no eligible active Rider shall result in no incentive.

4.2 The Recruiter shall not be entitled to any fixed salary, wages, minimum guaranteed income, retainer or assured monthly payment.

4.3 Incentives shall accrue only against successfully completed, verified and eligible recruitment performance as per the Company's applicable payout structure.

5. Taxes and Statutory Compliance

5.1 The Recruiter shall be solely responsible for **filing and paying all applicable taxes, income tax, GST and other statutory dues/compliances**, if applicable, arising from the income earned through the freelance engagement.

5.2 The Recruiter shall independently maintain all records, registrations, filings and compliances required under applicable law.

5.3 The Company shall not be responsible for the Recruiter's personal tax liabilities or statutory compliances, except where any deduction or reporting is required to be made by the Company under applicable law.

6. Acknowledgement

By accepting these Terms and undertaking recruitment activities for the Company, the Recruiter confirms that they have read, understood and agreed to these Terms & Conditions and acknowledge that the engagement is on an **independent freelance basis and does not constitute employment with the Company**.

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Effective Date: [●]