



PAX Edutainment Private Limited (PAX), an Indian Company with registered address at 80, Rajasway Colony, Neemuch, Madhya Pradesh, India – 458441 and operating office address Office Number 6, Kantimahal Building, Raj Shahu Marg, Telly Gali, Andheri East, Mumbai, India - 400069, and you the applicant, hereby agrees as follows:

1. The Program:

You (hereinafter “you”, “your”, “Program participant” or “Applicant”)

hereby apply for acceptance into one of PAX's Program ("Program"). You understand that the Program enables you to participate in any unpaid internship (also referred to as traineeship) for a host company ("Company"), training, course, educational program, industry and site visit or similar offering that you will not be paid for such work by PAX or by Company. By paying the enrolment fee payment, you agree to be bound by the following Terms and Conditions.

- a. The information and content presented on the website of PAX is believed to be correct. PAX is not liable for the information on the website and you shall not hold PAX liable or responsible for any misinformation;
- b. PAX agrees subject to the terms and conditions to the following; arrange an unpaid work placement for short term duration (less than 3 months) or paid work placement for long term duration (more than 3 months) for you with an organization, or language course or training course or combination of those in any of the PAX program destinations as part of the program;
- c. PAX agrees to provide accommodation to you from the start date of your program until the end date of your program, depending upon terms and conditions of program you opt for. You must check out and leave the accommodation as per the listed time on the end date. Upon arrival in your program destination, you will be required to pay an accommodation deposit in cash. The accommodation program deposit will be fully returned to you provided that no burglary, damage, loss of items or other expenses are unsettled upon checkout. PAX is not responsible for the decision of the accommodation owner to make deductions to your accommodation deposit. Payment of bills including gas, water, provided for each accommodation is included in the program, in some cases electricity exceeding certain units per month will have to be borne by you, you shall be notified the units surcharge on the first day of arrival at the accommodation
- d. PAX agrees to provide official on-site support during the program at the destination that you've chosen
- e. Airport pick-up and transportation from the designated airport to the designated accommodation in your program destination is available, unless otherwise stated by us, and will be arranged for you by on the start date of the program. Airport pick-up outside of arranged hours will not be provided nor are subject to refunds. In the event of booking your own flights, you agree that if you do not inform PAX via email and whatsapp of your flight arrival details at least four weeks prior to arrival in the destination of program, PAX cannot guarantee an airport pickup service
- f. PAX reserves the right to substitute our vendors and modify the program at anytime without informing you, but endeavour to keep the Program with a similar format at all times.
- g. If you are found with drugs and any substance that should not be in the country of internship with you during your internship duration, you have to deal with legal actions as per law of the country by yourself.



- h. Depending on the program opted for, for Indian nationality students their international flights cost is included in the program fee, unless stated otherwise, however if you wish to exclude the flights you have to inform us the same at the time of enrolment, otherwise any exception will be made at discretion to the situation. For all other nationalities (except Indian), neither your Domestic nor international flights are not included in the Program fee that you pay to PAX. You must pay for your flights to the program destination and PAX will only book your flights, in-case you keep PAX informed for the service additionally by paying the flight cost in advance for booking. PAX is not responsible for any damages or costs due to any action, negligence or event involving the purchase or operation of airline tickets. In addition, PAX is not responsible for any refunds, costs, and extra charges that airline companies may charge you. In some instances your details may be forwarded to a designated flight provider. It is your choice whether to use our suggested flight provider or PAX takes no responsibility for any consequences that may arise from this result.

2. Your Work Commitment and Relationship with PAX and Company:

You hereby confirm that you are committed and intend to complete the Program you have applied for and been accepted to at your best ability. In the case you have selected a training/educational/visit Program, you will be required to attend all seminars in addition to completing all tasks and projects provided to you as well as treat your fellow Program participants and mentors with courtesy and utmost respect. In the case you have selected an internship program, you will work for Company based on a schedule as requested by Company and behave as an employee at the Company including but not limited to respecting work hours, execute work tasks provided to you and treat the Company and your colleagues with courtesy and utmost respect. You may not ask Company for time off without PAX's prior written consent, and you may be released from your full work commitment under the Program only with PAX's prior written consent. In the event that you quit the Program or you are prevented from further participating by either Company or PAX for any reason, you will not be entitled to any refunds and all parts of your program will be cancelled (accommodation, activities, etc). Moreover, you accept and understand that PAX cannot be held responsible for any work tasks, jobs or projects or volume of work that have been provided to you during your internship placement by Company.

a. It is your responsibility to be aware of any national holidays or events in the host country you will be undertaking your unpaid internship, visit or course including but not limited to company holidays. Companies mainly operate Monday to Friday tentatively in between 8:30 AM to 6:30 PM;

b. In cases where the Company requires it, you agree to sign a Non-Disclosure Agreement. Regardless of whether or not the Company demands a written Non-Disclosure Agreement, You agree to respect confidential Intellectual Property and any other confidential information by the Company;

c. You must at all times follow the Company's code of conduct, policies, dress code, break times, policies and any other rules and regulations set by the Company. You accept that during your internship represent the Company as well as PAX and must behave accordingly at all times. You understand and accept that failure to adhere to this clause may result in your internship being terminated by the Company without any notice and there will be no liability for compensation in this situation;



d. PAX is not responsible for the workload that you will be provided by the Company, whether that is of high volume or low volume. In such events, you should discuss with PAX and we will endeavor to resolve the matter accordingly. However, in the case that the situation cannot be resolved to your contentment, PAX has no further liability to you;

e. PAX takes no responsibility for accidents at third party locations including but not limited to the worksite of the Company, damages at the worksite of the Company, and the allocated accommodation;

f. PAX nor the Company is liable for your safety during the Program abroad. Should you experience any issues during the Program, you are encouraged to contact PAX in writing via email or letter and inform us with a clear explanation about the issue. In such event, PAX will strive to assist you with the matter. You understand that PAX is not liable or responsible for any conversations said by us or on our behalf unless it is in a written form

3. Payment and Refund Policies.

a. Your Program enrolment amount ("Program enrolment deposit") is for the sole purpose of reserving your position in the Program and covering certain related administrative expenses. The Program enrolment deposit is non-refundable unless the Program has been cancelled by PAX without the consent of the Program participant or a refund is decided upon our discretion. If you have enrolled for a Placement Only service the full Placement Service fee is non-refundable;

b. The full balance of the Program fee must, unless an alternative schedule for payment is arranged with and approved by a member of PAX Staff in writing, be paid to us within 4 weeks upon placement confirmation or 8 weeks prior to the commencement of the Program, whichever is sooner;

c. All payments must be paid by the due dates specified under the payment plan upon enrolment. If a payment is delinquent for 5 days or more, PAX will place an automatic hold on the Program participant's account until all payments are up to date and you may be barred from any further participation in the Program. Late Payments will incur an interest rate of 1% per calendar month, or any part thereof, (12% per annum) in addition to a USD30 late payment fee. A hold on an account can consist of (but is not limited to) a complete stop in the Placement Process or stop in the Program Process. A hold status can only be removed from the account once payments are up to date;

d. If you have paid the full amount of the Program fee and wish to cancel your participation prior to starting the Program, then you must request a refund via writing to PAX Edutainment Private Limited, India with registered mail and with proof of receipt. Upon receipt of a cancellation request by PAX, a 50% refund of the Program fee not including the Program enrolment deposit which shall be forfeited, will be provided by PAX to you, excluding where the cancellation request is received by PAX fewer than 8 weeks prior to the commencement of the Program, in which case no refund will be provided. If you have paid the initial 50% of the Program fee and wish to cancel your participation prior to starting the Program, you are not entitled to a refund of any kind. PAX is not liable to you for any claims at any time for any amount in excess of the fees you have paid to PAX;



e. In case a Program participant wishes to change the start date of the Program, destination of the Program or the nature of the Program 4 weeks after paying the Program enrolment deposit, an administration fee of USD 100 will be charged in addition to any extra costs we may have incurred on your behalf (accommodation, activities, etc). If a request is submitted within 8 weeks prior to the commence date of your Program, PAX reserve the right to refuse it or apply an additional cost.

f. In the event of cancellation of programs that have suffered initial program changes due to the Program participant's request (start date of the Program, destination of the Program or the nature of the Program) a cancellation fee of USD 1000 will be applied. Upon receipt of a cancellation request by PAX and given the Program fee has been paid in full, the Program participant will be entitled to a 50% refund of the Program fee received previous to the cancellation request and not including the Program deposit nor the cancellation fee which shall be forfeited. This excludes cancellation requests received by PAX fewer than 8 weeks prior to the commencement of the Program or where the Program fee has not been paid in full, in which case no refund will be provided.

g. In the event a Program participant wishes to change or prolong his/her Program once he/she has commenced the Program, the Program participant will be charged an extension fee of USD 300 in addition to any fees pertaining to accommodation and official activities as per need and availability. A request of this nature, must be submitted at least two weeks prior to the Program commencement date directly following the date upon which the Program participant's original Program ends. PAX reserve the right to refuse any requests at these nature at our sole discretion.

h. In the event a Program participant fails 5 interviews (applicable when the host company before confirming demands for interview) during the placement process, PAX reserves the right to cancel the Program participant's program. The Program participant may be entitled to a partial refund of 50% of the enrolment fee which shall be forfeited, if the full Program fee has been settled and the request is received 8 weeks prior to the commencement of the program.

i. In case, due to any pandemic, or natural disaster/calamity the host government restricts visit to the country which leads to cancellation of participant's program prior to your start date and for reasons which are not connected to the Program participant, program participant will be entitled to reschedule the program and take the same anytime during 1 year duration (as from the initial start date). PAX cannot be held responsible for any costs incurred in relation to the Program by the Program participant or any other individual;

j. All information that is submitted on your application for consideration into the Program is interpreted as true and accurate. If it is discovered that information on your application is misleading or untrue, PAX will be entitled to 100% of your Program enrolment payment and 100% of your Program fee. In addition, you may be barred from further participation in the Program.

4. Compliance.

a. You represent that you are over the age of 18 years (when taking up an internship), and above 13 years when taking up any other programs. You are responsible to have all documentation that may be required, including without limitation any visa, photos, passport, official bank statements, proof of academic qualifications and relevant working experience, proof of



enrolment at a university via official via letter from the university stating your matriculation, name, nationality, gender and date of birth and a copy of the student card issued by the university. You must inform us 12-24 weeks latest prior to the Program commences about your passport status. PAX takes no responsibility for charges or potential consequences related to the issue of passport, issue of visa and shipment of passports, express processing, delays or cancellation of Programs due to failure of informing us.

b. It is the responsibility of the Program participant to check whether the visa or work pass (hereinafter "visa") processing and visa application fee is included in the Program fee. If the visa processing and visa application fee is included, PAX will endeavour to obtain the visa prior to the Program commencement. PAX takes no responsibility for the visa processing and the outcome of the application. PAX cannot guarantee that you will obtain a visa. Provided that the visa is not obtained at all prior to the Program commences due to circumstances related to the Authority of Singapore, European Union, Mauritius, United States of America and the United Kingdom, and any other countries with PAX programs PAX reserves the right to retain 50% of the Program fee and the non refundable Program enrolment deposit.

c. If the Program fee does not include the visa application fee, or PAX is unable to process the Program participant's visa for causes outside of our control, you are responsible that the visa is obtained in a timely manner. In cases, where there may be complications in obtaining the visa, PAX must be informed 4-8 weeks before the program start date. PAX will use all reasonable endeavours to assist you with the visa application and best resolve the application to the mutual benefit of the Program participant and PAX. PAX is not, and you shall not hold PAX, liable or accountable for any consequences relating to damages or costs involving your passport, personal property at any stage of the visa process, during the Program, during the transportation or during the processing or visits of any authorities or third parties.

d. In case the Program participant is applying for a visa himself/herself, the Program participant will be responsible for all visa-related fees and the consequences relating to the duration of the visa process. In all cases, failure to obtain a visa (and/or to obtain a visa before your Program's commencement date) is not grounds for a refund of the PAX Program fee. PAX is not liable for payment of (or reimbursement of) visa expenses when you are applying yourself. All visa-related matters and expenses are the responsibility of you.

e. If you do not obtain a visa, you elect not to participate in the Program, or you are terminated from the Program for any reason at any time, you agree that you are entirely responsible not to seek any refund for visa expenses from PAX.

f. The Program participant is liable and responsible to check that he/she obtains the correct type of visa with the correct length and type. Should you decide to travel overseas from your host country during the Program duration, it is your responsibility to ensure that the visa obtained allows you to re-enter the country. If the Program participant obtains the incorrect visa, PAX reserves the right to refuse participation in the Program.

g. You must inform PAX in writing of any inaccessibility of passport for visa processing and delivery during the eight weeks prior to the commencement date of the Program. PAX cannot be held accountable for supplementary costs for postage, submission by our staff, delivery, express processing, or delay or cancellation of Program or personal travel due to travel plans outside of the Program dates. In cases where PAX is processing the visa, PAX cannot guarantee to process visas in time for personal travel plans prior to the commencement of the Program as well as after the Program. If participant loses his/her visa/passport during the program in the host



country, they are themselves liable to undertake the following procedures to secure back their passport/visa. PAX will not be liable for any loss of the same.

h. If you have chosen and been accepted to the London Program by PAX, you will be responsible for paying any fees related to applying for the UK visa; PAX will pay for any potential sponsorship costs of enrolling you to any course, which is required to apply for the visa. Any reprimands imposed on the Program participant by the visa provider are not grounds for refund. Attendance to any UK Embassy or Consulate is a critical part of the process and it is the visa provider's sole discretion to provide the acceptance of the visa. Violation of visa regulations could potentially put participation status at risk.

i. The maximum liability of PAX is limited to the amount of the actual cash paid by the Program participant to PAX for the experience as per informed Program guidelines.

If the Program participant has completed the full Program fee at least 12 weeks prior to the commence date of the program:

- PAX will endeavour to process and return the visa to the Program participant at least 4 weeks prior to the commencement of the Program.

- The Program participant must make their passport in addition to all requested documents available at least 12 weeks prior to the commencement date of the Program.

- In case the Program participant fails in providing the correct supporting documents or passport details and the visa application is unsuccessful, no refund will be provided to the Program participant.

- In case the visa application is unsuccessful and the Program participant has provided all correct requested documents in addition to the passport, PAX will refund the Program fee and will not refund the Program enrolment deposit.

In the event that a Program participant chooses to apply and process their own visa and the Program participant have been advised by PAX that the same might not be a feasible choice to make:

- The Program participant must ensure that the Program fee is paid in full at least 12 weeks prior to the commencement date of the Program. The Program participant must notify PAX of the visa application result at least 4 weeks prior to the commencement date of the Program.

- It is the complete responsibility of the Program participant to work with a third party agency, visa center or consulate, and pay all visa related expenses and take up associated responsibilities on the own discretion.

- In the event that the Program participant's visa application has been unsuccessful and they do not notify PAX in writing of the result of their visa application at least 4 weeks prior to the commencement date of the Program, no refund will be provided.

- PAX is not required to assist the Program participant nor support the Program participant with documentation that the Program participant might need other than relevant documents to support their visa application as per the program participant's opted country



If the Program participant has completed the full Program fee less than 12 weeks prior to the commence date of the program:

- PAX will do its utmost to process their visa prior to the commencement date of the Program.
- The Program participant must ensure that their passport and/or passport copy and other supporting documents including but not limited to any visa, photos, passport, official bank statements, proof of academic qualifications and relevant working experience, proof of enrolment at a university via official via letter from the university stating your matriculation, name, nationality, gender and date of birth and a copy of the student card issued by the university, and any other medical documents and tests required are available at least 8 weeks prior to departure.
- In case that the visa application is unsuccessful or there are any concerns with the application, no refund will be provided and no compensation for flights and other additional that the Program participant might have encountered.

5. Standards of Conduct.

- a. PAX reserves the right to establish and enforce reasonable rules and standards of conduct to facilitate the well-being and enjoyment of you and other Program participants. Failure to comply with such rules and standards may result in you being barred from participating in the Program without any further obligation on behalf of PAX to re-enroll you in any program. PAX may, in its discretion, have you removed from the Program, at your sole cost and expense, without subsequent refund to you or any portion of the Program fee. Once you are barred from further participation in the Program, you shall vacate any housing accommodation provided to you at such time as required by PAX. Should you refuse to collect your personal belongings and vacate the accommodation facility, it will be considered "trespassing" and PAX is authorized to remove and is not liable for all your personal belongings. You hereby agree to release and indemnify PAX from all claims, demands, liabilities, obligations, damages, losses, costs (including attorney fees), and expenses (collectively, "Obligations") related in any manner to your actions or failure to act at any time during your Program participation or upon termination;
- b. You are expected to leave your accommodation facility in the same condition as when you arrived, and you are liable to PAX or any third parties for all damage done, and for the cost of any required repairs, to your room, any other rooms, and your accommodation facility building;
- c. PAX reserves the right to decline requests of a Program participant outside the scope of regular business practice. If necessary, PAX may, in its discretion, have you removed from the Program before or after the commencement of your program. In the event of such removal, you will no longer be considered a part of the Program. You hereby release PAX from all claims, demands, liabilities, obligations, damages, losses, costs (including attorney fees), and expenses (collectively, "Obligations") related in any manner to your said removal.
- d. PAX is not legally responsible or liable for the actions of Program participants.

6. Release.

- a. PAX has selected country associates to assemble your Program with care, wherever applicable. PAX has no liability to you other than the pre defined program guidelines for the



actual delivery, excluding in cases where it is demonstrated that PAX has breached that duty and damage to you has been caused;

b. PAX takes no responsibility and is not liable for any third party actions or behaviour including but not limited to that of the Company, employees at the accommodation, staff at event venues.

c. PAX will not be responsible or pay you compensation for any injury, illness, death, loss, damage, expense, cost or other claim of any description if it results from including but not limited to any unusual or unforeseeable circumstances beyond ours or our country associate(s) control, the consequences of which could not have been avoided even if all due care had been exercised and an event which either ourselves or country associates could not, even with all due care, have foreseen or forestalled;

d. You understand that sporting activities (including, without limitation, cliff jumping, swimming, snorkelling, parasailing, bungee jumping, boating, rafting, diving, skating, hiking, camping, surfing, jet skiing, water skiing, and wave running), motor vehicle rentals, nightclubs, ground or other tours offered by local vendors, and any other activity in which you may participate during the Program, involve risk and possible injury or death to you and others. Your participation in any activity is voluntary. You hereby release PAX from all Obligations related in any manner to your participation in any activities during the Program to the fullest extent permitted by law and provided PAX was not the primary cause of such injury or death or other Obligations.

e. PAX hires associate(s) not affiliated with PAX to transport Program participants to and from organized activities during the Program. You understand that accidents can occur while you are being transported by these companies, and you hereby release PAX from all Obligations for any injury to the person or property of you or any other person or entity related in any manner to any transportation provided by these companies to the fullest extent permitted by law and provided PAX was not the primary cause of such injury or death or other Obligations.

f. If you choose to drive a car, motor vehicle, or ride anytime during the Program, whether for work or leisure, you do so at your own risk. The legal drinking age in the country of your program is 18 years old or more (to be followed as per the bylaw drinking age of the program participant's country). Any of your activities, or choices you make, that involve drinking alcohol are not related to PAX and are therefore solely at your own risk. Abuse in consumption of alcohol may result in your termination from the Program at PAX's sole discretion. Consumption of drugs will result in your termination from the Program in PAX's sole discretion. To the fullest extent permitted by law and provided PAX is not the primary cause, you agree to release PAX from any claims or Obligations in connection with any third party services, accommodations, or facilities in connection with the Program, including without limitation any hotel, university, housing provider, transportation company, and common carrier, and their respective agents and employees. In addition, PAX is not liable for any lost or stolen baggage or other personal property.

g. During your participation in the Program, you will not be entitled to any health insurance or unemployment benefits. You therefore agree to release PAX and Company from any claim for health care.



7. Health Care Release.

You represent to PAX that you have disclosed all your significant physical and mental health needs or needs for prescription medication, which would require special attention or would limit your participation or performance in the Program. To comply with visa regulations of the host countries where the Program occurs, you must notify us if you have any of the following: HIV, Leprosy, Mental disease, Venereal Disease, Tuberculosis, SARS, Covid-19 or any other infectious diseases. Official documentation may also be requested by PAX to verify medical status. Notwithstanding the foregoing, if you become ill or injured during the Program, you agree that PAX will have the right, but not the duty, as your support agent, to take reasonable action to secure emergency health care for you and any transportation related thereto. In such event, you agree to pay for any expense incurred for such health care, transportation, or other related services, and to reimburse PAX for any sums advanced or paid in connection therewith. All health care expenses incurred by you are your sole responsibility and you are advised to obtain your own health insurance which is a requirement to participate in the Program.

8. Insurance.

You are responsible for certifying that you have purchased a comprehensive insurance prior to commencement and departure to the country of the Program location, which will cover you for the whole duration of the Program and which includes but is not limited to cancellation, travel, health, medical and personal liability insurance (including pre-existing medical conditions). You are required to bring all relevant insurance documents with you to the country of the Program location. Neither PAX, the Company nor its employees are liable for any medical advice given by PAX or third parties. If you choose to cancel the Program less than 12 weeks prior to the Program start date, no refund will be given for any reason, and it is your responsibility to claim any expenses incurred from your chosen insurance provider. If you choose to travel without adequate insurance cover, PAX will not be liable for any losses, accidents or damages to you that may arise. You may be contacted regarding a specific insurance provider, however it is your own choice whether to use our recommended provider or not and PAX takes not no responsibility for any consequences resulting from this decision.

9. Recorded Media.

PAX regularly documents its programs by video, photographs, testimonials from Program participants, and other means (collectively, "Recorded Media"). You agree that PAX may use any means to record or otherwise memorialize your participation in the Program, and authorize PAX to utilize any Recorded Media of you including your image and any testimonials in PAX's promotional material and websites, or otherwise as PAX may elect, at any time in the future, without compensation to you or any further permission or consent from you.

10. Forces Beyond Control.

If forces beyond PAX's reasonable control (e.g., blackouts, storms, road closures, health risk outbreaks, transportation strikes, international visa work permit delays, or acts of terrorism) cause the Program to be extended or delayed, you must pay all extra costs associated with such extension or delay (e.g., extra lodging, meals, fees to change scheduled flights, and other



transportation costs), and must reimburse PAX for any such increased expenditures made on your behalf.

11. Governing Law; Jurisdiction.

These terms and conditions and this agreement shall be governed by, and construed in accordance with, Indian law. Any dispute, controversy or claim arising out of or relating to these terms and conditions or this agreement, including the validity, invalidity, breach or termination thereof, shall be settled by arbitration in India under the Indian International Arbitration Centre Administered Arbitration Rules in force when the Notice of Arbitration is submitted in accordance with these Rules. The number of arbitrators shall be one. The arbitration proceedings shall be conducted in English.

12. No Assignment; Binding Effect.

You may not assign any of your rights or obligations under this Agreement without PAX's prior written consent. However, PAX may assign this Agreement in the event of a change of control without your written permission. Subject to such limitation, this Agreement shall inure to the benefit of and bind you and PAX, and its respective successors, assigns, and personal and legal representatives. Any release of liability of PAX under this Agreement shall extend to PAX's agents, staff, alumni, employees, officers, directors, and shareholders, and to all other persons and entities affiliated with PAX.

13. Severability.

If any portion of this Agreement is held by any court to be illegal, void, or otherwise unenforceable, the remainder of this Agreement will nevertheless continue unimpaired and in full force. In such event, the court shall be authorized, upon the motion of either of us, to modify this Agreement to the minimum extent required to render it valid and enforceable and to carry out our purposes and intent as set forth in this Agreement.

14. Entire Agreement. This Agreement constitutes the sole and entire agreement between you and PAX concerning this transaction. All written and oral agreements, representations, and understandings not expressly contained or referred to herein (including, without limitation, any terms and conditions contained in PAX's websites, and any promises or representations you believe were made to you by any agent or employee of PAX) are hereby superseded and have no further force or effect provided however, that you shall be bound by any additional request made by PAX in connection with your participation in the Program. No modification or amendment of this Agreement shall be binding unless executed in writing by both of us. No waiver of any provision of this Agreement shall be deemed or constitute a continuing waiver of that provision or a waiver of any other provision of this Agreement.