



This **Non Partisanship Agreement** (hereinafter referred to as this "Agreement") is made on this **22/05/2019**:

BY AND BETWEEN:

THIP Healthtech Pvt Ltd, a company incorporated under the provisions of the Company's Act, 2013 and having its registered office at 95 Dwarik Jungle Road, PO: Bhadrakali, LP 3/20, Hoogly, West Bengal - 712232, India, (hereinafter referred to as the "**Company**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include its successors in interest, administrators and permitted assigns), of the FIRST PART and

Nishant, a citizen of India and presently residing at 19-A, Navsena Apartments, West Enclave, Pitam Pura, Delhi - 110034 (hereinafter referred to as the "**Employee**").

WHEREAS THE EMPLOYEE AGREES TO THE FOLLOWING:

1. The Employee clearly understands that the Company only publishes content related to HEALTH. The Employee further understands that the Company does not publish any news or opinion pieces in form of guest author posts, columnist post about any topic including health. The Employee clearly understands that he is not supposed to add his personal opinion, analysis, advocacy in any content. Any medical topic where an expert opinion is to be included to answer a question or clarify a doubt, the Employee holds the responsibility to include opinion from multiple experts wherever possible. The Employee is also strongly advised to seek medical advice from verified medical professionals in the Company's review team. If need arise to include quotes from experts outside the Company's Review team, the Employee should, in consultation with his reporting manager, ensure a proper verification of the expert and seek his IMA registration number wherever applicable, before including his expert advice in the story.

2. While accepting the employment offer, the Employee has given a declaration that it is not an official member of or associated in any capacity to any political party OR any health organization, Company (for profit or otherwise), NGO who works in the domain of public health or any other legal body that advocates on the matter of health. It is the responsibility of the Employee to hold true this declaration during the tenure of his employment with the Company.

3. The Employee stands by the Company's ethical stand of 'No Influencers Policy' which ensures that its stories are not influenced by any external bias. The Employee understands that no one working with us engages in partisan political activity and never makes any contributions to candidates or advocacy organizations.

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Sutapa Bhanu

[Handwritten Signature]



4. The Company understands that Employees will have their personal opinion about political party, candidates, decisions OR medical/health products, services of certain companies and they may express the same in their social circle including various social media platforms. However, the Company strictly discourage the same. While personal expression on social media platforms will not be considered breach of this Agreement, the Employee is NOT supposed to highlight any such opinion/review under the light of his employment stature with the Company. The Employee further understands that continuous activities as such may harm his personal reputation of being non-partisan and thereby indirectly harm the reputation of the Company.

5. The Company understands that Employees will engage in external activities as community affairs, support for social or other causes, independent writing including books and online projects. While the Company respects the Employees' freedom to do so, there must be a clear separation between what is done in a personal capacity and in a professional capacity. It is reasonable to identify ourselves as working for the Company, but the Company's name or your editorial work should not be used for promotion or in campaigning. Also, for any such participation the immediate reporting manager should be informed in writing.

6. It is possible that Employee's close relatives or friends (eg: wife, colleague, close friend, children) are in politics or work for an organization related to health or medical domain. In such cases, the Employee should always make sure that no such person should be able to know about the content before it is published. Also, it is the responsibility of the Employee to not take opinion of any such members in any content he works on. Additionally, the Company further advice that the Employee in consultation with his reporting manager should avoid working on, whenever possible, any content that is directly related to the organization where his friends or relatives work.

7. The Employee agrees to the many stringent standards are ensured by the observance of our Comprehensive Editorial Policy Booklet that has been provided to him by the Company during joining and stock to its editorial guidelines.

8. It is the responsibility of the Employee to identify a story on the basis of the health impact it may cause to the society and not solely by the affiliation of the claimant to any particular political party, health organization, religious or medicinal belief. If any such person in a position of influence has made any comment that DOES NOT AFFECT HEALTH of an individual or community, the Employee is not supposed to report, fact check or seek opinion on it.

9. It is the responsibility of the Employee to identify the political implication of any content. If any claim made around community health has any political implication by the time or nature of it's saying, the Employee should consult his reporting manager before reporting on it.

10. It is the responsibility of the Employee to identify the nature of the content in terms of the medical belief it may belong to and seek opinion from the relevant

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Subhojit Bhattacharya
Director



expert. The Employee should also ensure to include opinion of experts from opposing medicinal beliefs wherever possible to maintain balance in the story.

11. It is the responsibility of the Employee to bring to the notice of Executive Editor or CEO, any request he has received through his personal social media channel about the Company's content, request for fact check or correction requests that has been raised to him through any personal channel like social media, email, mobile messages etc. even if the same has not followed the standard route or procedure mentioned on the site. Updated/Correct content is a matter of reputation for the Company and the Employee must do everything to abide by it. The Employee should not use his prerogative to judge any such request based on the political, religious or medicinal belief of the person.

12. It is the responsibility of the Employee to do nothing that might cast doubt on the Company's ability to provide unbiased coverage or that impinges on the Company's reputation for impartiality.

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- *Sutapa Bhattacharya*

Director

(Company)

(Employee)