बिड संख्या/Bid Number: GEM/2026/B/8227871

दिनांक /Dated: 05-11-2026

बिड दस्तावेज़ / Bid Document

बिड विवरण/Bid Details	
बिड बंद होने की तारीख/समय /Bid End Date/Time	16-11-2026 10:00:00
बिड खुलने की तारीख/समय /Bid Opening Date/Time	17-11-2026 10:00:00
बिड पेशकश वैधता (बंद होने की तारीख से)/Bid Offer Validity (From End Date)	120 (Days)
मंत्रालय/राज्य का नाम/Ministry/State Name	Ministry Of Power
विभाग का नाम/Department Name	Ntpc Sail Power Company Ltd
संगठन का नाम/Organisation Name	Ntpc Sail Power Company Ltd
कार्यालय का नाम/Office Name	Nspcl Ssc Bhilai
शिकायत निवारण के संपर्क विवरण/ Contact details of Grievance redressal	HOD Email id :ak.sahoo@nspcl.co.in Buyer Email id: preeti.yadu@nspcl.co.in
कुल मात्रा/Total Quantity	235
वस्तु श्रेणी /Item Category	Electric Ceiling Fan (V4) ISI Marked to IS 374 (Q2) , Propeller Type AC Ventilating Fans (Exhaust Fan) (V3) Conforming To IS 2312 (Q2) , Air Circulator Type Electric Fan and Regulator (V2) Conforming To IS 2997 (Q2)
एमएसएमई के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है/MSE Relaxation for Years of Experience and Turnover	No
स्टार्टअप के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है /Startup Relaxation for Years of Experience and Turnover	No
बिड लगाने की समय सीमा स्वतः नहीं बढ़ाने के लिए आवश्यक बिड की संख्या। / Minimum number of bids required to disable automatic bid extension	3
दिनों की संख्या, जिनके लिए बिड लगाने की समय-सीमा बढ़ाई जाएगी। / Number of days for which Bid would be auto-extended	7
ऑटो एक्सटेंशन अधिकतम कितनी बार किया जाना है। / Number of Auto Extension count	3
बिड से रिवर्स नीलामी सक्रिय किया/Bid to RA enabled	No
बिड का प्रकार/Type of Bid	Two Packet Bid

बिड विवरण/Bid Details	
प्राथमिक उत्पाद श्रेणी/Primary product category	Electric Ceiling Fan (V4) ISI Marked to IS 374
तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय /Time allowed for Technical Clarifications during technical evaluation	3 Days
निरीक्षण आवश्यक (सूचीबद्ध निरीक्षण प्राधिकरण /जेम के साथ पूर्व पंजीकृत एजेंसियों द्वारा)/Inspection Required (By Empanelled Inspection Authority / Agencies pre-registered with GeM)	No
Payment Timelines	Payments shall be made to the Seller within **30** days of issue of consignee receipt-cum-acceptance certificate (CRAC) and on-line submission of bills (This is in supersession of 10 days time as provided in clause 12 of GeM GTC)
मूल्यांकन पद्धति/Evaluation Method	Item wise evaluation
वित्तीय दस्तावेज की आवश्यकता है / Financial Document Required	Yes
मध्यस्थता खंड/Arbitration Clause	No
सुलह खंड/Mediation Clause	No

ईएमडी विवरण/EMD Detail

आवश्यकता/Required	No

ईपीबीजी विवरण /ePBG Detail

आवश्यकता/Required	No

बोली विभाजन लागू नहीं किया गया/ Bid splitting not applied.

एमआईआई खरीद वरीयता/MII Purchase Preference

एमआईआई खरीद वरीयता/MII Purchase Preference	No

एमएसई खरीद वरीयता/MSE Purchase Preference

एमएसई खरीद वरीयता/MSE Purchase Preference	Yes
सूक्ष्म और लघु उद्यम मूल उपकरण निर्माताओं/सेवा प्रदाता को खरीद में प्राथमिकता, यदि उनका मूल्य L1+X% / Purchase Preference to MSE OEMs/ Service Provider available upto price within L1+X%	15

सूक्ष्म और लघु उद्यम मूल उपकरण निर्माता/सेवा प्रदाता को खरीद में प्राथमिकता के लिए बिड की मात्रा का अधिकतम प्रतिशत / Percentage of Bid quantity/amount for MSE OEMs/ Service Provider Purchase preference	25

ट्रेड्स भुगतान संबंधी विवरण/TReDS Payment Details

This Bid provides for Trade Receivables Discounting System (TReDS) as Preferred mode of payment. For MSME sellers, payments may be processed through a TReDS exchange in which the Buyer is registered, subject to applicable policy and regulatory guidelines. Accordingly, sellers intending to avail payment through TReDS are required to be registered with at least one TReDS exchange in which the buyer is registered.

1. **Purchase preference to Micro and Small Enterprises (MSEs):** Purchase preference will be given to MSEs having valid Udyam Certificate and whose credentials are validated online through Udyam Registration portal as defined in Public Procurement Policy for Micro and Small Enterprises (MSEs) Order, 2012 dated 23.03.2012 issued by Ministry of Micro, Small and Medium Enterprises and its subsequent Orders/Notifications issued by concerned Ministry. If the bidder wants to avail themselves of the Purchase preference, the bidder must be the manufacturer / OEM of the offered product on GeM. In respect of bid for Services, the bidder must be the Service provider of the offered Service. Traders are excluded from the purview of Public Procurement Policy for Micro and Small Enterprises and hence resellers offering products manufactured by some other OEM are not eligible for any purchase preference. Relevant documentary evidence in this regard shall be uploaded along with the bid in respect of the offered product or service, and Buyer will decide eligibility for purchase preference based on documentary evidence submitted in case of product bids, whereas in case of services the eligibility is automatically validated. If L-1 is not an MSE and MSE Seller (s) has / have quoted price within L-1+ 15% (Selected by Buyer) of margin of purchase preference /price band defined in relevant policy, such MSE Seller shall be given opportunity to match L-1 price and contract will be awarded for 25% (selected by Buyer) percentage of total quantity. The buyers are advised to refer the OM_No.1_4_2021_PPD_dated_18.05.2023 for compliance of Concurrent application of Public Procurement Policy for Micro and Small Enterprises Order, 2012 and Public Procurement (Preference to Make in India) Order, 2017. Benefits of MSE will be allowed only if seller is validated on-line in GeM profile as well as validated and approved by Buyer after evaluation of documents submitted.
2. Estimated Bid Value indicated above is being declared solely for the purpose of guidance on EMD amount and for determining the Eligibility Criteria related to Turn Over, Past Performance and Project / Past Experience etc. This has no relevance or bearing on the price to be quoted by the bidders and is also not going to have any impact on bid participation. Also this is not going to be used as a criteria in determining reasonableness of quoted prices which would be determined by the buyer based on its own assessment of reasonableness and based on competitive prices received in Bid / RA process.

मूल्यांकन विधि(मदवार मूल्यांकन विधि) / Evaluation Method (Item Wise Evaluation Method)

Contract will be awarded schedule wise and the determination of L1 will be done separately for each schedule. The details of item-consignee combination covered under each schedule are as under:

मूल्यांकन अनुसूचियां / **Evaluation Schedules**	वस्तु/श्रेणी / **Item/Category**	मात्रा / **Quantity**
Schedule 1	Electric Ceiling Fan (v4) Isi Marked To Is 374	120
Schedule 2	Propeller Type Ac Ventilating Fans (exhaust Fan) (v3) Conforming To Is 2312	50
Schedule 3	Propeller Type Ac Ventilating Fans (exhaust Fan) (v3) Conforming To Is 2312	50
Schedule 4	Air Circulator Type Electric Fan And Regulator (v2) Conforming To Is 2997	15

Electric Ceiling Fan (V4) ISI Marked To IS 374 (120 pieces)

Bis Required	Yes

तकनीकी विशिष्टियाँ /Technical Specifications

* जेम केटेगरी विशिष्टि के अनुसार / As per GeM Category Specification

विवरण/Specification	विशिष्टि का नाम /Specification Name	बिड के लिए आवश्यक अनुमत मूल्य /Bid Requirement (Allowed Values)
Performance Parameters	**Size of Ceiling Fan (Hint: Tolerance of ±5 mm)**	1400.0 **(millimeter)**
	BEE Star Rating	5 Star
Construction	**Ceiling Fan Driven by**	Brushless DC Motor
	Type of Fan Control/Regulator	Electronic Regulator Controlled

Additional Specification Parameters - Electric Ceiling Fan (V4) ISI Marked To IS 374 (120 pieces)

Specification Parameter Name	Bid Requirement (Allowed Values)
Rated Voltage	(AC, 50 Hz) 230 V - 240 V, Single Phase
Gazette Notification S.O. 3471(E) dated 14th August, 2024	YES
Standard Warranty	2 year

* Bidders offering must also comply with the additional specification parameters mentioned above.

परेषिती/रिपोर्टिंग अधिकारी तथा मात्रा/Consignees/Reporting Officer and Quantity

क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	मात्रा /Quantity	डिलीवरी के दिन/Delivery Days
1	Jayashree Baliarsingh	769011,NSPCL Store CPP II Rourkela Steel Plant Rourkela Odisha	120	90

Propeller Type AC Ventilating Fans (Exhaust Fan) (V3) Conforming To IS 2312 (50 pieces)

तकनीकी विशिष्टियाँ /Technical Specifications

* जेम केटेगरी विशिष्टि के अनुसार / As per GeM Category Specification

विवरण/Specification	विशिष्टि का नाम /Specification Name	बिड के लिए आवश्यक अनुमत मूल्य /Bid Requirement (Allowed Values)
Performance Parameters	**Size of Fan (Hint: Tolerance of ±5 mm)**	200.0 **(millimeter)**
	Number of Blades	5
Construction	**Type of Fan Motor**	Capacitor Type
	Availability of Speed Regulator	No
Warranty And Test Reports	Minimum Standard Warranty	1.0 **(year)**

Additional Specification Parameters - Propeller Type AC Ventilating Fans (Exhaust Fan) (V3) Conforming To IS 2312 (50 pieces)

Specification Parameter Name	Bid Requirement (Allowed Values)
Material of Blade	Non-Metal
Rated Voltage	(AC, 50 Hz) 230 V - 240 V, Single Phase
Classification of Winding Insulation Material	Class E

* Bidders offering must also comply with the additional specification parameters mentioned above.

परेषिती/रिपोर्टिंग अधिकारी तथा मात्रा/Consignees/Reporting Officer and Quantity

क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	मात्रा /Quantity	डिलीवरी के दिन/Delivery Days
1	Jayashree Baliarsingh	769011,NSPCL Store CPP II Rourkela Steel Plant Rourkela Odisha	50	90

Propeller Type AC Ventilating Fans (Exhaust Fan) (V3) Conforming To IS 2312 (50 pieces)

तकनीकी विशिष्टियाँ /Technical Specifications

* जेम केटेगरी विशिष्टि के अनुसार / As per GeM Category Specification

विवरण/Specification	विशिष्टि का नाम /Specification Name	बिड के लिए आवश्यक अनुमत मूल्य /Bid Requirement (Allowed Values)
Performance Parameters	**Size of Fan (Hint: Tolerance of ±5 mm)**	300.0 **(millimeter)**
	Number of Blades	3

विवरण/Specification	विशिष्टि का नाम /Specification Name	बिड के लिए आवश्यक अनुमत मूल्य /Bid Requirement (Allowed Values)
Construction	**Type of Fan Motor**	Non-Capacitor Type
	Availability of Speed Regulator	No
Warranty And Test Reports	Minimum Standard Warranty	1.0 **(year)**

Additional Specification Parameters - Propeller Type AC Ventilating Fans (Exhaust Fan) (V3) Conforming To IS 2312 (50 pieces)

Specification Parameter Name	Bid Requirement (Allowed Values)
Material of Blade	Metal
Rated Voltage	(AC, 50 Hz) 230 V - 240 V, Single Phase
Classification of Winding Insulation Material	Class E

* Bidders offering must also comply with the additional specification parameters mentioned above.

परेषिती/रिपोर्टिंग अधिकारी तथा मात्रा/Consignees/Reporting Officer and Quantity

क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	मात्रा /Quantity	डिलीवरी के दिन/Delivery Days
1	Jayashree Baliarsingh	769011,NSPCL Store CPP II Rourkela Steel Plant Rourkela Odisha	50	87

Air Circulator Type Electric Fan And Regulator (V2) Conforming To IS 2997 (15 pieces)

तकनीकी विशिष्टियाँ /Technical Specifications

* जेम केटेगरी विशिष्टि के अनुसार / As per GeM Category Specification

विवरण/Specification	विशिष्टि का नाम /Specification Name	बिड के लिए आवश्यक अनुमत मूल्य /Bid Requirement (Allowed Values)
Construction	**Size of Fan (Hint: Tolerance of ± 5 mm)**	600.0 **(millimeter)**
	Number of Blades	3
	Type of Induction Motor	Capacitor Type
	Mounting Type	Oscillating (Automatic, continuous directional change of airflow in one plane)

विवरण/Specification	विशिष्टि का नाम /Specification Name	बिड के लिए आवश्यक अनुमत मूल्य /Bid Requirement (Allowed Values)
	Availability of Height Adjustment	Yes

Additional Specification Parameters - Air Circulator Type Electric Fan And Regulator (V2) Conforming To IS 2997 (15 pieces)

Specification Parameter Name	Bid Requirement (Allowed Values)
Rated Voltage	(AC, 50 Hz) 230 V - 240 V, Single Phase
Type of Enclosures of Motors and Regulators	Ventilated Type
Standard Warranty	1 year
Classification of Winding Insulation Material	Class E

* Bidders offering must also comply with the additional specification parameters mentioned above.

परेषिती/रिपोर्टिंग अधिकारी तथा मात्रा/Consignees/Reporting Officer and Quantity

क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	मात्रा /Quantity	डिलीवरी के दिन/Delivery Days
1	Jayashree Baliarsingh	769011,NSPCL Store CPP II Rourkela Steel Plant Rourkela Odisha	15	90

Special terms and conditions-Version:2 effective from 07-07-2026 for category Electric Ceiling Fan (V4) ISI Marked to IS 374

1. **1.** The rated air delivery, stampings, blade material, bearing, enclosure, marking and safety requirements shall conform to the IS 374.

   2. Please note that if the selected Type of Fan Control/Regulator is Remote Controlled, the scope of supply shall include the remote. If the selected Type of Fan Control/Regulator is Electronic Regulator Controlled, the scope of supply shall include the electronic regulator. Selection of 'NA (Without Regulator)' indicates that the scope of supply does not include either a regulator or a remote control.

Special terms and conditions-Version:1 effective from 08-01-2026 for category Propeller Type AC Ventilating Fans (Exhaust Fan) (V3) Conforming To IS 2312

1. **The design, blades, mounting, enclosures, bearings, guards, impellers, capacitors, markings, and performance requirements shall conform to IS 2312.**

Special terms and conditions-Version:1 effective from 16-10-2025 for category Air Circulator Type Electric Fan and Regulator (V2) Conforming To IS 2997

1. **1.** The enclosures, blades, design and general construction, bearing, supply cord, cord grip, clamping

devices, capacitors, stability, speed regulators, starting, oscillating mechanism, marking, performance requirements shall conform to the IS 2997.

2. Presently, the products under this category are not covered under mandatory BIS licensing scheme. Hence, both ISI Marked and non-ISI Marked products may be available in this category. However, if a buyer intends to procure ISI Marked products, buyer may, at his discretion, opt for the same by indicating the requirement in the bid, after taking into account the number of valid licenses issued under the standard. In such cases, buyer shall verify valid BIS License as per the applicable governing standard at the time of evaluation of bid and check the ISI marking on the products at the time of receipt of material before issuing of CRAC.
The valid BIS license status of sellers may be viewed by buyer from the below link.

https://www.manakonline.in/MANAK/ApplicationLicenceRelatedrpt
or
https://www.services.bis.gov.in/php/BIS_2.0/bisconnect/knowyourstandards/indian_standards/isdetails

क्रेता द्वारा जोड़ी गई बिड की विशेष शर्तें/Buyer Added Bid Specific Terms and Conditions

1. **Generic**

   OPTION CLAUSE: The Purchaser reserves the right to increase or decrease the quantity to be ordered up to 25 percent of bid quantity at the time of placement of contract. The purchaser also reserves the right to increase the ordered quantity up to 25% of the contracted quantity during the currency of the contract at the contracted rates. The delivery period of quantity shall commence from the last date of original delivery order and in cases where option clause is exercised during the extended delivery period the additional time shall commence from the last date of extended delivery period. The additional delivery time shall be (Increased quantity ÷ Original quantity) × Original delivery period (in days), subject to minimum of 30 days. If the original delivery period is less than 30 days, the additional time equals the original delivery period. The Purchaser may extend this calculated delivery duration up to the original delivery period while exercising the option clause. Bidders must comply with these terms.

2. **Generic**

   Bidder shall submit the following documents along with their bid for Vendor Code Creation:

   a. Copy of PAN Card.

   b. Copy of GSTIN.

   c. Copy of Cancelled Cheque.

   d. Copy of EFT Mandate duly certified by Bank.

3. **Generic**

   Supplier shall ensure that the Invoice is raised in the name of Consignee with GSTIN of Consignee only.

4. **Buyer Added Bid Specific ATC**

   Buyer Added text based ATC clauses

   1. Inspection clause: INSPECTION SHALL BE DONE AT RESPECTIVE NSPCL stores.

   2. Guarantee/ warranty Clause: specified in long text of each item.

   3. Documents required with Bid for Bid evaluation: Vendors are requested to submit Techno-commercial of fer along with endorsed "tender document"

   4.Documents required along with material Supply:

   a. warrantee certificate-Applicable

   b. OEM standard factory test certificate-Applicable

5. Payment Terms: With in 30days from the acceptance of material at NSPCL stores.

6. Delivery period and Schedule: Within 3 Months after P.O. However, the vendor must endeavour to suppl y material at the earliest.

7. Bid Evaluation Criteria: Item Wise.

8. Additional information:

a) Item is to be quoted strictly as per Item long text.

b) Any deviations in material specifications have to be clarified prior to bid submission, any clarifications p ost bid opening will not be acceptable.

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5. **Buyer Added Bid Specific ATC**

   Buyer uploaded ATC document Click here to view the file.

अस्वीकरण/Disclaimer

The Additional Terms and Conditions (ATC) have been incorporated by the Buyer after approval of their Competent Authority. The Buyer ,is solely responsible for the impact of these clauses on the bidding process, its outcome, and consequences thereof including any restriction arising in the bidding process due to these ATCs and including the modification of technical specifications and / or terms and conditions governing the bid.All representations / grievances pertaining to the ATC clauses shall be raised with the buyer organization directly and not with GeM.If any of the clause(s) is/are incorporated by the Buyer regarding the following, the bid & resultant contract shall be treated as null & void. Further, GeM reserves the right, at its sole discretion, to cancel the bid forthwith, without issuance of any prior notice or intimation :-

1. Publishing Custom / BOQ bids for items for which regular GeM categories are available (unless such Custom / BOQ item is bunched with the major regular product Category Item).
2. Mandating procurement of / from specific Brand / Make / Model / Manufacturer / Dealer except in case of Single Bid / Proprietary Article Certificate (PAC) Buying.
3. Inclusion of disqualification criteria related to suspension of seller / service provider, where such suspension period has already expired.
4. Mandating submission of documents (other than EMD and signed Integrity Pact - which can be submitted within 5 days of bid opening) in physical form as a pre-requisite to qualify bidders.
5. Publishing bids on GeM for procurement of works.
6. Procurement of Goods by creating a Service bid on GeM & vice-versa.
7. Seeking sample with bid or approval of samples during bid evaluation process. However, trial / sample, as the case may be, shall be permitted in cases where trial / sample are allowed as per approved and published procurement policy of the Buyers' controlling Ministry / Department / State / Public Sector Enterprises Headquarters. If there is any violation of trial / sample clause with regard to approved policy of the Buyers' Ministry / Department / State / Public Sector Enterprises Headquarters, then this is to be determined and redressed by the concerned Buyer Organisation only.
8. Seeking experience from specific organization / department / institute only or from foreign / export experience.
9. Creating bid for items from incorrect categories.
10. Reference of conditions published on any external site or reference to external documents/clauses.
11. Asking for any Tender fee / Bid Participation fee, as the case may be.
12. Buyer added ATC Clauses which are in contravention of clauses defined in bid detail section, including specifications, EMD Detail, ePBG Detail and MII and MSE Purchase Preference sections of the bid, unless otherwise allowed by the applicable GeM GTC.
13. Any ATC clause in contravention with GeM GTC Clause 4 (xiii) (h) will be invalid. In case of multiple L1 bidders against a service bid, the buyer shall place the Contract by selection of a bidder amongst the L-1 bidders through a Random Algorithm executed by GeM system.
14. In a category based bid, adding additional items, through buyer added, additional scope of work/ additional terms and conditions/or any other document. If buyer needs more items along with the main

item, the same must be added through bunching category based items or by bunching custom catalogues or bunching a BoQ with the main category based item, the same must not be done through ATC or Scope of Work.

Further, if any seller has any objection/grievance against these additional clauses or otherwise on any aspect of this bid, they can raise their representation against the same by using the Representation window provided in the bid details field in Seller dashboard after logging in as a seller. Buyer is duty bound to reply to all such representations and would not be allowed to open bids if he fails to reply to such representations.

All GeM Sellers/Service Providers shall ensure full compliance with all applicable labour laws, including the provisions, rules, schemes and guidelines under the four Labour Codes i.e. the Code on Wages, 2019; the Industrial Relations Code, 2020; the Occupational Safety, Health and Working Conditions Code, 2020; and the Code on Social Security, 2020 as and when notified and brought into force by the Government of India.

For all provisions of the Labour Codes that are pending operationalisation through rules, schemes or notifications, the corresponding provisions of the pre-existing labour enactments (such as The Minimum Wages Act, 1948, The Payment of Wages Act, 1936, The Payment of Bonus Act, 1965, The Equal Remuneration Act, 1976, The Payment of Gratuity Act, 1972, etc. and relevant State Rules) shall continue to remain applicable.

The Seller/ Service Providers shall, therefore, be responsible for ensuring compliance under:

- **All notified and enforceable provisions of the new Labour Codes as mentioned hereinabove; and**
- **All operative provisions of the erstwhile Labour Laws until their complete substitution.**

All obligations relating to wages, social security, safety, working conditions, industrial relations etc. and any other statutory requirements shall be strictly met by the Seller/ Service Provider. Any non-compliance shall constitute a breach of the contract and shall entitle the Buyer to take appropriate action in accordance with the contract and applicable law.

This Bid is governed by the General Terms and Conditions, conditions stipulated in Bid and Service Level Agreement specific to the Service, as the case may be, as provided in the Marketplace.

However, in case of Service, if any condition specified in General Terms and Conditions is contradicted by the conditions stipulated in Service Level Agreement specific to said Service, then it will over-ride the conditions in the General Terms and Conditions.

यह बिड सामान्य शर्तों के अंतर्गत भी शासित है /This Bid is also governed by the General Terms and Conditions

जेम की सामान्य शर्तों के खंड 26 के संदर्भ में भारत के साथ भूमि सीमा साझा करने वाले देश के बिडर से खरीद पर प्रतिबंध के संबंध में भारत के साथ भूमि सीमा साझा करने वाले देश का कोई भी बिडर इस निविदा में बिड देने के लिए तभी पात्र होगा जब वह बिड देने वाला सक्षम प्राधिकारी के पास पंजीकृत हो।बिड में भाग लेते समय बिडर को इसका अनुपालन करना होगा और कोई भी गलत घोषणा किए जाने व इसका अनुपालन न करने पर अनुबंध को तत्काल समाप्त करने और कानून के अनुसार आगे की कानूनी कार्रवाई का आधार होगा।/In terms of GeM GTC clause 26 regarding Restrictions on procurement from a bidder of a country which shares a land border with India, any bidder from a country which shares a land border with India will be eligible to bid in this tender only if the bidder is registered with the Competent Authority. While participating in bid, Bidder has to undertake compliance of this and any false declaration and non-compliance of this would be a ground for immediate termination of the contract and further legal action in accordance with the laws.

---धन्यवाद/Thank You---