



Green Growth Consultancy

Terms & Conditions for Recruitment Services

GGCs Practical Training Academy Pvt. Ltd. (“Agency”) provides recruitment and staffing solutions, specializing in finance-sector roles, to corporate clients (“Clients”). These Terms & Conditions govern all placements and related services. Engagement of our services (e.g. by email or written request) constitutes acceptance of these terms.

Scope of Services

Recruitment Services: Agency will source, screen, and present suitable candidates for Client’s open positions. Services include identifying talent, coordinating interviews, and facilitating the placement process.

Client Requirements: Clients must provide complete job descriptions and timely feedback. Agency’s obligations begin once the Client issues a formal written mandate (e.g. email confirmation) detailing the position.

Fees and Payment

Placement Fee: A flat placement fee equal to 15 days of the placed candidate’s gross monthly salary will be charged. This fee is non-refundable once the candidate joins.

Payment Terms: The placement fee is due within 15 days of the candidate’s joining date. If payment is not received by the due date, a late payment penalty of 10% of the fee will be added for each 7-day period of delay beyond the due date.

Taxes: All fees are quoted exclusive of applicable taxes (e.g. GST). Any such taxes will be added to the invoice and borne by the Client.

Placement Fee Obligation

Full Fee on Start: Once the candidate commences employment (even for one day), the full placement fee is immediately earned. The Client remains liable for 100% of the fee regardless of any early resignation or termination by the candidate. Client is liable to pay full fees and will be eligible for replacement. No portion of the fee will be refunded if the candidate leaves.

No Refunds: The placement fee is completely non-refundable. If the candidate departs early, the Agency’s only obligation is to provide a replacement; there is no cash refund.

Replacement Guarantee

Free Replacement (30-Day Period): If a placed candidate exits the Client's employment (voluntarily or involuntarily) within 30 days of joining, the Agency will provide one free replacement for the same or equivalent role. Or if the client is not satisfied with their performance, then a written email to the candidate for discontinuation should be shared within 30 days of joining and our company email i.e., contact@virtualggc.com should be in cc, to proceed with replacement. No verbal communication will be accepted.

Conditions: To qualify, all Agency fees must have been paid in full and the Client must notify the Agency in writing within 30 days of the candidate's exit. The replacement search will begin only after payment clears. This guarantee is limited to one replacement per placement; no refunds will be issued.

Replacement Period: The Agency will use reasonable efforts to source a suitable replacement within 30 days of the request. Timely cooperation by the Client is required.

If the Client does not cooperate or provide time for the same, and if due to this a suitable replacement cannot be found within the 30-day window, the Agency's obligation under this guarantee ends.

Candidate Screening and Liability

Limited Screening: The Agency conducts preliminary screening (resume review and basic qualification checks) based on Client criteria. However, Clients are responsible for all in-depth background checks, KYC, and verifications. The Agency does not guarantee any candidate's background, credit, or legal status.

Disclaimer of Liability: The Agency disclaims all liability for any candidate's misrepresentation, misconduct, or unsatisfactory performance after joining. The Client assumes full responsibility for the candidate's actions and for verifying fitness for the role.

Acceptance of Terms

Binding Agreement: These Terms constitute the entire agreement between the Agency and the Client for recruitment services. The Client agrees to these Terms by formally engaging the Agency via email confirmation. A written or electronic acceptance of services is deemed a legally binding agreement to these terms.

Entire Agreement: Amendments or waivers must be in writing and agreed by both parties. No verbal communication will be accepted.

Prohibition on Bypassing: The Client shall not circumvent the Agency. If the Client (or any affiliate) directly or indirectly engages any candidate introduced by the Agency outside this Agreement, the Client will remain liable for the full placement fee and also necessary legal action will be taken.

Governing Law and Jurisdiction

Governing Law: This Agreement is governed by the Mumbai Jurisdiction.



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