

INNER COMPASS – TERMS AND CONDITIONS

You the participants agree to the following terms and condition by clicking the “Enrol Now” button online or signing the terms on paper, along with making prior payment for the Inner Compass group event. Please note that the terms “BUY”, “TICKET” on payment gateway action buttons, and “ENROL” on Explode website action buttons all refer to registration for the Inner Compass programme and may be used interchangeably.

1. Participant. The term for each individual undergoing the programme, whether obtaining the services under full payment or discounted to any extent, will be called a **participant** of the programme, for the full duration of the programme.

- You on agreeing to be a “participant”, understand that this programme, in whole and part is directed for facilitation of your self-development. The results will not be considered successful unless you put in your whole hearted effort to adapt and implement the facilitating information that will be provided by the coaching or the experiences. You undertake to pursue this effort to the best of your abilities.
- The success or failure of another individual undergoing the programme, in the past present or future in not connected with the same level of success or failure of your effort.

2. Explode. The term **Explode** will be used interchangeably to mean the promoting company i.e. Explode Leadership & Strategy opc Pvt Ltd as an entity, as well, its owner, agents, officers, principles, employees, associated individuals or companies and each of their heirs, unless explicitly specified hereinafter.

3. Engagement Period. The programme consists of the advertised or stated number of days of face to face coaching / activities – called “Coach-Contact” as posted on the website/brochure or otherwise intimated, along with the complete duration of 8 weeks, (56 calendar days) of advice and guidance given by a coach allocated by Explode called “Coach-Connect”.

4. Not an Entertainment or Excursion programme. You understand that all effort is towards providing you a service of facilitation and guidance for your self-driven mind and body development using military methods. Any outdoors activity or meeting is not for the purpose of entertainment or arranged without reason throughout the programme. As such you will not have any staff waiting on you at any venue, all help or assistance is on a peer to peer, social human interaction basis. Group participation is expected and necessary for the programme for all participants. Wilful non-participation in activities, or not following instructions, may result in under achievement of results for which Explode will not be responsible. You understand that in continued non-participation or any other extreme cases of not following instruction, the programme may be terminated for a participant, without any liability or refund of fees.

5. Nature of Physical and Mental Activity. Prior to your participating, Explode is hereby providing adequate information about these two aspects of the programme.

(a) Physical activity

- The programme consists of fitness activities /classes which they offer and in which you the participant desire to participate are of a nature and kind that may be strenuous and can/may push you to the limits of your current physical abilities. You should ascertain that you would be able to sustain moderate work outdoors, (such as pitching tents, negotiating obstacles, medium difficulty level treks of about 6 hours with breaks). All activities will be guided by the coaches / camp training staff, with usual hydration and precautions taken for sports or such activities.
- You recognise and understand that, just as playing sports or any outdoor activity the programs/classes and exercises undertaken therein are not without varying degrees of possible discomfort, which may include, but are not limited to the following: muscle soreness, minor aches and pains, tiredness, stiff joints and muscles, twisting of joints, etc.
- In view of the above, you undertake to inform about any discomfort, medical condition special needs well in advance. During enrolling, or by mail. In case of any subsequent development the same should be brought to the notice of the Lead Coach verbally during the programme and informing the precautionary action you wish to take. The responsibility of such intimation and the decision of corrective measures will be of the participant. Considering prevailing circumstances of the outdoor activity, location, and available facilities the best possible assistance will be arranged.
- Equipment, where used for training (such as obstacles, high and low rope arrangements etc) will not involve you having to push or lift weights other than your own body, or at times all the weight that you carry during treks in a back-pack not exceeding 3 to 7Kgs based on your own carrying capacity.
- You understand that Explode will take due and diligent common good-practices, precautions and instruct you on the same, as also first aid measures and care to put your physical safety first .

(b) Self-Learning Engagements and activity

You understand and are fully aware by enrolling for this programme that activities and exercises undertaken, are a part of changing behaviours which are required to bring about the character development and performance development you desire from the programme. These mental activities may include but does not require, and are not limited to, one or more of the following:-

- Initial assessment, introductory mind conditioning training, personal training and/or coaching.
- Group dynamics which may bring out emotions of various kinds, including which may leave you temporarily disturbed or upset.
- Spoken words, gestures or experiences which you may find to be positive or negative. Explode explicitly states that under no circumstances will any of the coaching staff use language, gestures or experiences which are unparliamentary, against current social norms, or illegal. In case you come across any such instances during Coach-Contact phase or Coach-Connect phase, please discuss it with the Lead Coach at the earliest or formally email: contact@explodexperience.com, depending on the circumstances.
- Very often, in the process of changing habits or being pushed by the coach to bring out the best in you through military methods of development, you may feel disturbed or being singled out. We assure you that the coaches are very experienced and a discussion, one on one or with another participant or coach present, about these feelings, will help your development.
- You also understand that mind activity involved during these training / coaching / facilitation is not the same as psychiatric counselling, and your expectations from the programme should not include correction of any known mental conditions or aberrations, whether you declare it or not.

6. Medical condition. You realise that Explode through this programme offer experiences to shape outcomes which may be difficult for your present condition of physical or mental readiness, in one or many or all aspects. Knowing this to be the case, you do hereby state and certify that you will undertake or have undertaken, prior medical check-ups, at least one physical examination from a competent physician within the past 12 months, and that you have no cardiovascular or other concerns, problems or illnesses that might keep you from participating in a training program, which puts you in proximity of groups of people, share living space with others, medium difficulty hill treks of about 6 to seven hours total duration with rests, climbing obstacles with at least three point contacts on equipment (Note: one of the limb being free. Also note that stair climbing is usually considered two point contact) .

- **Important** - If you have known conditions or allergies, you are required to carry necessary medicines or any other measures for the same. You need to state in the “Special Needs” box while filling up your enrolment form. **We will discuss any such special needs and advise you on how best you can undertake the development you wish to – helping you participate with everyone, as far as practicable or a subsequent programme with different sets of activities for similar results.**
- You therefore declare that you have no knowledge of any other medical problem or condition or problem that might increase your risk of illness and injury as a result of participation in the Inner Circle program described above or in the Explode Website .
- You agree that **Explode has fully and carefully informed you** that you may experience physical and mental discomfort of varying degree due to the process of the self development training. You again agree to assume any and all risk associated with your participation in the programs/classes and coach-connect phase as a single programme.

7. Indemnification. You recognise that there are risks involved in the types of activities offered by Explode through the outbound and indoors blended self development programme named “Inner Compass”. Therefore you accept financial responsibility for any injury that you the participant may cause either to yourself or to any other participant/participants due to your negligence or unavoidable circumstances. You further agree to indemnify and hold harmless Explode Leadership & Strategy opc Pvt Ltd, their owner, principals, agents, employees, associates, and volunteers from liability for the injury or death of any person(s) and damage to property that may result from your negligent or intentional act, or any other commission or omission while participating in activities offered during the programme.

8. Intellectual Property Non-disclosure and Profiteering. You understand and agree that all content and arrangement or flow of events of the Inner Compass programme are the intellectual property of Explode. You undertake to use these only for your own benefit and not otherwise disclose, alter and use, as well as not make unfair profit from this Intellectual Property.

Having read these terms and conditions, you hereby declare that you agree to these when you undertake to enrol for the “Inner Compass Programme”