



Al Khaleej Polymers Rubber & Plastic Industries LLC

Annexure -III

SPECIMEN WORK AGREEMENT

On **07/02/2016** agreement was made between:

1st Party: **AL KHALEEJ POLYMERS RUBBER & PLASTIC INDUSTRIES LLC**

2nd Party: **S M ENTERPRISES, ROOM NO 28, 3RD FLOOR, GAYA BUILDING, 87/123 MASJID BUNDER ROAD, MUMBAI-40003(INDIA)**

The 2nd party agrees to work with the first party on the following terms and conditions.

- | | |
|--|---------------------------------|
| 1. Basic Salary | :AED 1200 |
| 2. Profession | :ORDINARY LABOURER(8 NOS) |
| 3. Period of Employment | :2 YEARS |
| 4. Place of Employment | :RAS AL KHIMA |
| 5. Trial Period | :6 MONTHS |
| 6. Working Hours | :8 HOURS |
| 7. Accommodation | :BACHELOR ACCOMODATION PROVIDED |
| 8. Transportation from residence to place of work and back | :PROVIDED |
| 9. Free food/food allowance | :PROVIDED |
| 10. Air ticket while joining & upon return | :EVERY TWO YEARS |
| 11. Condition of termination of employment and final settlements | : As per U.A.E Labour Law |
| 12. Medical Benefits/ Medical insurance details | |
| 13. Leave Benefits | |
| 14. Provision in regards to renewal of contract. | |
| 15. Occupational safety provision | |
| 16. Social security provision including compensation for injury and death | |
| 17. Mode of settlement of disputes | |
| 18. Provision with regard to disposal and transportation of dead body of employee to Indian. | |

FIRST PARTY: AL KHALEEJ POLYMERS RUBBER & PLASTIC INDUSTRIES LLC

SECOND PARTY: S M ENTERPRISES, ROOM NO 28, 3RD FLOOR, GAYA BUILDING, 87/123 MASJID BUNDER ROAD, MUMBAI-40003(INDIA)

For (Name of the company (Name)

(Name of authorized signatory with seal of the company)

Specimen contract should be on the letter head of the company (in duplicate)

AL KHALEEJ POLYMERS RUBBER & PLASTIC INDUSTRIES LLC



Al Khaleej Polymers Rubber & Plastic Industries LLC

Annexure - IV

UNDERTAKING

This is to confirm that M/s.: AL KHALEEJ POLYMERS RUBBER & PLASTIC INDUSTRIES LLC will provide the following facilities at the labour camp/construction/work site as per the local laws and practice followed for the safety and welfare of workers:

During the summer months:

- a. Mid-day break between 12.30-15.00 hrs
- b. Resting place/shelter during mid-day break at the site or nearby place;
- c. Plenty of drinking water with electrolytes;
- d. Arrangement of heat related protection/medicines all the time. [Two tablets of **Salt and Dextrose** minimum twice daily with plenty of water (*room temperature*) recommended].
- e. Medical awareness briefing.

2. The company will report to the Consulate General of India, Dubai in case of any casualty of Indian national. Also company will abide by any other guidelines/instructions issued by the Ministry of Labour/ Health/ PCLA relating to workers and their safety at work place.

3. The company will also agree to visits to their Labour Camps by the officials of the Consulate General of India, Dubai or its representatives.

4. I am aware that failing to provide the above facilities and not adhering to rules and regulations will lead to stoppage of all services provided by the Consulate to the Company.

Name & Signature : AL KHALEEJ POLYMERS RUBBER & PLASTIC INDUSTRIES LLC

Seal of company



Telephone: 971-6-5345881

Fax: 971-6-5345883

Email: hassan.surury@ismatrubber.com

Mobile : 971-50-6467208



Al Khaleej Polymers Rubber & Plastic Industries LLC

Annexure – V

COMPANY'S HISTORY AND CONTACT DETAILS

Part-I

S. No.	Name	Telephone No.	Mobile No.	Fax No.	Email
1	MUJTABA HASAN SURURY (SPONSER AND PARTNER)		971-506467208		hassan.surury@ismat rubber.com

Company activities: **NATURAL AND SYNTHETIC RUBBER MIXTURES MANUFACTURING**

Part-II

- a) **Total number** of workers already employed:0
- b) **Total number of Indian workers** already employed:0

Part-III

Brief History/Profile of the Company:

We, AL KHALEEJ POLYMERS RUBBER & PLASTIC INDUSTRIES LLC is a **NATURAL AND SYNTHETIC RUBBER MIXTURES MANUFACTURING** company . It is a new company.



(Consulate Permit)

CONSULATE GENERAL OF INDIA
DUBAI

No. DUBA/LAB/383/ /2011

Date:07/02/2016

AL KHALEEL POLYMERS RUBBER & PLASTIC INDUSTRIES LLC

Dear Sir/Madam,

Please refer to your application for grant of a permit under chapter IV of the Indian Emigration Act 1983 to recruit and employ group of 9 Indian worker/s:

2. The recruitment and employment will be subject to the following conditions :-
 - a. The employment is not transferable.
 - b. The Power of Attorney, Demand letter, Work Agreement is valid for a period of **three months** from the date of issue and shall not be renewed without attestation of documents by the Indian Consulate.
 - c. The Indian nationals recruited on the strength of this Demand Letter and Work Agreement/Contract shall not be repatriated on the grounds that they do not possess the required skill.
 - d. The Sponsor / Employer may obtain the assistance of only recruiting agents duly licensed by the Ministry of Overseas Indian Affairs, Government of India, under the Indian Emigration Act, 1983.
 - e. The Work Agreement/Contract with the employee shall be signed by the Sponsor / Employer and such agreement will be in conformity with the terms attested by this Consulate General. In particular the terms set out in the contract of employment actually concluded with the employee upon his/her arrival and registered with the concerned authorities of the Ministry of Labour & Social Welfare of the Government of UAE shall not be at variance with those spelt out in the undertaking attested by this Consulate General to the disadvantage of the employee.
 - f. The Sponsor /Employer shall be under obligation to treat such contract entered into with the employee – which must adhere to the notified minimum wage - as enforceable under the Labour Law of the U.A.E. It shall be the Sponsor's / Employer's responsibility to furnish one copy of the contract to this Consulate General after the same has been registered with the Ministry of Labour & Social Welfare of the Government of the U.A.E.after the arrival of the employee in the U.A.E.
 - g. The Sponsor / Employer shall ensure that all the terms set out in the Demand Letter / Work Agreement /Contract attested by this Consulate General are implemented and in the event of any dispute with the employee, the Sponsor /Employee shall subject himself/herself to the conciliatory jurisdiction of this Consulate General to resolve

such dispute before recourse to the Labour Disputes Section of the Ministry of Labour and Social Welfare of the Government of the U.A.E.

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- h. The Sponsor / Employer shall not supply/transfer manpower recruited on the strength of this Demand Letter / Work Agreement / Contract to any other company, agent or person.
- i. The Sponsor / Employer shall be responsible for the general welfare and redressal of specific grievances of the employee recruited on the strength of this Demand Letter / Work Agreement / Contract during the period of the contract. He/she shall in particular ensure payment of salary to the employee not later than the 10th of the following month, preferably by bank transfer to the employee's account.
- j. The Sponsor / Employer shall ensure that the employee registers himself/herself with this Consulate General within 15 days of his/her arrival in the U.A.E.
- k. The Sponsor / Employer shall not extend the services of an employee after the expiry of the contract without entering into a fresh contract or without extending contract and not without the willful consent of the employee.
- l. The Sponsor / Employer shall notify to this Consulate General the death or disability of the employee immediately of occurrence of the incident and in any case not later than 24 hours of the incident. Similarly information should be communicated to the next of kin of the employee in India immediately in case of death/disability.
- m. The Sponsor / Employer shall not ask the employee recruited on the strength of this permit to work outside the UAE.
- n. The Sponsor / Employer shall not deduct/recover any amount pertaining to processing/charges of visa of it recruited employee.
- o. The Sponsor / Employer shall provide Labour / Medical / Insurance cards as per the laws of Ministry of Labour and Social Welfare of the Government of the U.A.E.
- p. The Sponsor / Employer may kindly append his /her signature to this Consulate Permit in acceptance of the obligations cast on him herein above before forwarding it to the employee/s named herein.

Accepted as set out in Para 16 above.

Seal & Signature of the Sponsor

Name AL KHALEEJ POLYMERS RUBBER & PLASTIC INDUSTRIES LLC



Consul (Labour)