



## EMPLOYMENT CONTRACT – HOSPITALITY DIVISION

This Employment Contract with John Peterson is made and entered into on 03/09/2025, by and between:

**Employer:**

Name of Company: Fatima Al Suwaidi

Address: Al Ittihad Road, Al Maidan

City/Emirate: Umm Al Quwain

**Employee:**

Full Name: John Peterson

Address: Office 1203, Silver Tower, Business Bay, Dubai, UAE, P.O. Box 123456 , Fujairah

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### 1. Position and Duties

1.1 The Employee shall be employed within the Hospitality Division.

1.2 The Employee agrees to perform all duties and responsibilities reasonably assigned, including but not limited to guest services, food & beverage handling, housekeeping, and other hospitality-related functions.

1.3 The Employee shall comply with all lawful policies, standards, and procedures of the Employer and UAE labour regulations.

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### 2. Place of Work

The Employee shall primarily work at the Employer's premises located at Al Ittihad Road, Al Maidan, but may be required to perform duties at other locations within the UAE as reasonably directed by the Employer.

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### 3. Duration of Contract

This Contract shall commence on **03/09/2025** and shall be:

☒ Limited Term – for a period of 2 years/renewable

☐ Unlimited Term – subject to UAE Labour Law provisions.

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### 4. Working Hours

4.1 The Employee shall work [8/9] hours per day, [6] days a week, in line with UAE labour law and hospitality industry requirements.

4.2 Overtime shall be compensated as per UAE Labour Law.

4.3 Break times shall be as per the Employer's schedule.

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### 5. Probationary Period

The Employee shall serve a probationary period of [up to 6 months], during which either party may terminate this Contract with [14 days] written notice, as per UAE Labour Law.

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## 6. Salary and Benefits

6.1 The Employee shall receive a monthly basic salary of AED AED0.00.

6.2 Total Salary: AED AED0.00 per month.

6.3 Payment shall be made through WPS (Wage Protection System) as per UAE law.

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## 7. Leave Entitlement

7.1 The Employee is entitled to annual leave of [30 calendar days] after completing one year of service.

7.2 Public holidays shall be as per UAE labour law and company policy.

7.3 Sick leave, maternity/paternity leave, and other statutory leaves shall be granted in accordance with UAE Labour Law.

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## 8. Accommodation and Food

Where applicable, the Employer shall provide [shared/staff accommodation] and [duty meals], or allowances in lieu thereof.

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## 9. Health Insurance

The Employer shall provide health insurance coverage for the Employee in compliance with UAE laws and relevant Emirate regulations.

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## 10. Confidentiality and Code of Conduct

10.1 The Employee shall maintain confidentiality of all guest, company, and operational information.

10.2 The Employee shall maintain professional conduct, grooming standards, and hospitality etiquette as per the Employer's policies.

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## 11. Termination

11.1 Either party may terminate this Contract by giving notice as per UAE Labour Law ([30 days for unlimited contracts / as per limited-term contract conditions]).

11.2 Termination during probation shall follow Article 9 of UAE Labour Law.

11.3 Final settlement shall include unpaid salary, accrued leave, and end-of-service gratuity, calculated as per UAE Labour Law.

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## 12. Governing Law

This Contract shall be governed by the **UAE Labour Law (Federal Decree-Law No. 33 of 2021 and amendments)** and applicable hospitality industry regulations in the UAE.