

# EMPLOYMENT CONTRACT

**Contract No.: 186789**

This contract was concluded electronically under the supervision of the Ministry of Human Resources and Social Development, Kingdom of Saudi Arabia on **10-22-1442** AH corresponding to **06-03-2021** AD between

## :THE FIRST SIDE

**Company/Establishment:** Branch of Nabatat Contracting Company, a closed joint stock company  
**National Unified Number:** 7008105293  
**Facility Number:** 4-1968415  
**Commercial Register:** 2050138063  
**Address:** 31555 Dammam Prince Mohammed bin Fahd  
**- :Workplace**  
**Email:** [ali@nabatat.com.sa](mailto:ali@nabatat.com.sa)  
**Represented by signature:** Ghada Al-Shahri, in his capacity as **Government Relations Officer**  
 ,Hereinafter referred to as (the First Party)

## :SECOND PARTY

**Name:** SEMUL HOSSAIN  
**Occupation:** Landscaper  
**Job Number:** **54741**  
**Nationality:** Bangladeshi  
**Date of Birth:** 11-09-1991  
**ID Number:** 2495723849  
**ID Type:** Residence  
**Expiry Date:** 07-30-2024  
**Gender:** Male  
**Religion:** Muslim  
**Marital status:** Married  
**- :Qualification**  
**- :Specialization**  
**- :IBAN Number**  
**Bank Name:** Unknown Bank  
**Email:** [ali@nabatat.com.sa](mailto:ali@nabatat.com.sa)  
**Mobile number:** 966 569664448

,Hereinafter referred to as (the Second Party)

The two parties agreed that the second party shall work for the first party under his management and supervision as a **worker** and shall carry out the tasks assigned to him in a manner that is consistent with his practical, scientific and technical capabilities in accordance with the needs of the work .and in a manner that does not conflict with the controls stipulated in Articles (Fifty-Eight, Fifty-Nine, Sixty) of the Labor Law

The duration of this contract is **2 years**, starting from **06-15-2023** and ending on **06-14-2025** . Note that the date the second party starts work is **06-03-2021**

It shall be renewed for a similar period or periods unless one of the parties notifies the other in writing of its unwillingness to renew before ( **30** ) .days from the date of expiry of the contract

The second party shall be subject to a trial period of **90** days starting from the date of commencement of work. Eid Al-Fitr and Eid Al-Adha holidays and sick leave shall not be included in this calculation. **Both parties shall have** the right to terminate the contract during this period, unless the .contract stipulates that one of them has the right to terminate

## Working days and hours

Regular working days are set at **6** days per week and working hours are set at **8** per day. The first party is obligated to pay the second party an additional wage for the additional working hours equivalent to the hourly wage plus 50% of his basic wage

## First party's obligations

.The first party shall pay the second party a basic salary of **900.00** Saudi Riyals due at the end of each **month**

:The first party also undertakes to the second party the following

.To pay a salary of **300.00** Saudi Riyals, in addition to **other allowances** due at the end of each **month** .1

The second party is entitled to an annual leave of **21** days with pay for each year. The first party shall determine its date during the year of entitlement according to the work conditions, provided that the leave wages are paid in advance when it is due. The first party may postpone the leave after the end of the year in which it is due for a period not exceeding 90 days. He may also, with the written approval of the second party, postpone it to the end of the year following the year of entitlement, according to the requirements of the work conditions

The first party is obligated to provide medical care to the second party with health insurance in accordance with the provisions of the Cooperative Health Insurance System

.The first party is obligated to pay the General Organization for Social Insurance subscriptions according to its regulations

The first party shall bear the fees for bringing the second party/transferring his services to him, the fees for residence and work permits, their renewal, and any fines, fees for changing profession, exit and return, and the return ticket of the second party to his home country by the means by which he came after the relationship between the two parties ends

The first party shall bear the expenses of preparing the body of the second party and transporting it to the place where the contract was concluded or bringing the employee from there, unless he is buried with the approval of his relatives within the Kingdom or the General Organization for Social Insurance is obligated to do so

## Second party obligations

To complete the work assigned to him in accordance with the principles of the profession and in accordance with the instructions of the first party, if these instructions do not contain anything that violates the contract, the system, or public morals, and their implementation does not expose him to danger

To take adequate care of the tools and tasks assigned to him and the materials owned by the first party that are placed at his disposal or in his custody and to return to the first party the unconsumed materials

To provide all assistance and help without requiring additional pay in cases of dangers that threaten the safety of the workplace or the persons employed therein

To undergo, at the request of the first party, the medical examinations that he wishes to conduct on him before joining work or during it to verify that he is free of occupational or contagious diseases

The second party shall be committed to good conduct and ethics during work and at all times, and shall abide by the regulations, customs, traditions and manners in force in the Kingdom of Saudi Arabia, as well as the rules, regulations and instructions in force with the first party, and shall bear all financial fines resulting from his violation of those regulations

Approval of the first party deducting the percentage of the monthly salary due to him to participate in the General Organization for Social Insurance

## Expiry or termination of the contract



This contract ends at the end of its term in a fixed-term contract or by agreement of both parties to terminate it, provided that the second party agrees in writing.

The first party has the right to terminate the contract without compensation or notice to the second party or compensation, provided that the second party is given the opportunity to state the reasons for his opposition to the termination, in accordance with the cases mentioned in Article (Eighty) of the Labor Law.

The second party has the right to leave work and terminate the contract without notifying the first party, while retaining his right to obtain all his dues in accordance with the cases mentioned in Article (Eighty-One) of the Labor Law.

### Indemnity

The second party is entitled, upon termination of the contractual relationship by the first party, or by agreement of the two parties, or at the end of the contract term, or as a result of force majeure, to a bonus amounting to fifteen days' wages for each of the first five years and one month's wages for each of the following years. The employee is entitled to a bonus for parts of the year in proportion to the period he spent at work, and the bonus is calculated on the basis of the last wage.

### Applicable system and jurisdiction

This contract is subject to the Labor Law, its executive regulations, and the decisions issued in implementation thereof in all matters not provided for in this contract. This contract replaces all previous agreements and contracts, whether verbal or written, if any.

In the event of a dispute between the two parties regarding this contract, the judicial jurisdiction shall be vested in the authority competent to consider labor cases in the Kingdom of Saudi Arabia.

Notifications and notifications between the two parties shall be made in writing through the electronic communication channels on the Qawa platform for each party, and each party shall be obligated, in the event of changing its address or changing its e-mail, to amend it through the Qawa platform, otherwise the address or e-mail registered with the Qawa platform shall be considered the ones in effect according to the system.

This contract has been exported electronically and is accessible to both parties through the Qawa platform.

And God is the Grantor of success. This contract is considered approved by the Ministry of Human Resources and Social Development.

Created by: Ghada Al-Shahri on 06-03-2021 12:45