Contract of Employment - Remote Programmer

This CONTRACT is made on the 6th of May 2020

Between XIGTech(SG) (Hereinafter referred to as "the Employer")

And Tauhidul Islam Hasib, National ID: 417 930 0076 (Hereinafter referred to as "the Worker")

WHEREAS

The Employer shall employ the Worker in accordance with the terms and conditions of this Contract and subject to the provisions of the relevant laws, regulations, rules, policies and directives of Singapore.

IT IS HEREBY AGREED as follows:

1. Duration of the Contract

The duration of the Contract will be for a period of twelve (12) months commencing on the date of this document.

2. Wages

The Worker will receive a basic wage of BDT14,000 during the first three (3) month probation period. This basic wage shall comply with the extant of National Minimum Wage. Wages will be paid by the Employer on a monthly basis not later than the seventh day of the following month.

The payment of the monthly wages shall be made through a remittance or online payment processors. All administrative charges for such transfers will be deducted from the Worker's remunerations.

3. Working Hours

Working hours shall be six (6) hours per day or thirty (30) hours per week.

4. Rest Day

The Worker will be entitled to two (2) off days in each week (Saturday & Sunday) subject to fulfilling the minimum weekly hours required.

5. Annual Leave

The Worker shall be entitled to annual leave of twelve (12) days. Such leave must be communicated to the Employer at least twenty-four (24) hours prior to the actual leave day.

6. Unpaid Leave

Any informed absence beyond the twelve (12) days of annual leave will be deemed as unpaid leave.

7. Deductions

The Employer is entitled to make deduction for not more than 50% in a month from the Worker's wages in the event that the Worker is non-communicable, especially during normal working hours and for any unpaid leave taken.

8. Probation

The Worker will be on probation for the first three (3) months, after which the Employer will review the performance, any change in remunerations and confirm the Worker for the length of this contract.

9. Termination

In the event that the Employer intends to terminate this Contract, the Employer shall give one (1) months' notice of his intention to terminate this contract.

In the event the Worker intends to terminate this Contract, the Worker shall give two (2) months' notice or indemnify two (2) month's wages in lieu thereof to the Employer.

10. Termination due to non-compliance

In the event that the Employer intends to terminate this Contract due to non-compliance or absence from work, the Employer may choose to terminate this contract with a 3 days' notice period.

11. Restrictions

The Worker shall not change employment during the contract period and shall not carry or do other business during expected working hours

12. Travel

The Worker may be required to travel. All expense for such travel will be bourne by the Employer. The Worker is expected to arrange for all personal documents required for travel.

13. Extension

The Employer and the Worker may agree, that the contract of employment may be extended, subject to the Employer's requirements.

14. Outstanding Wages

The Employer shall pay all outstanding wages owed to the Worker should he be prematurely terminated, up to the termination date. When termination is due to non-compliance, the Employer reserves the right to amend the final payment amount.

15. Laws

This Contract shall be subjected to the laws of Singapore.

IN WITNESS WHEREOF the parties hereto have signed this Contract on the day and year mentioned at the beginning of this contract.

Tauhidul Islam Hasib   (Worker)   Date: 06-05-2020
NID: 417 930 0076   Contact: +8801600214050   Email: hasibahmed999@gmail.com

XIGTech (Singapore)   (Employer)   Date: 06-05-2020
UEN: 53356157A

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