

[Handwritten signatures]
1st October 2024

LABORS SERVICE AGREEMENT
WHEAT BRAN BAGS

On 1st October 2024, this service agreement is entered into between Qatar Flour Mills [C.R #43969], referred herein as (First Party) AND, AL RABEYA TRDG & CONT. [C.R #14094] (Second Party).

Whereas the Second Party has agreed to provide, at the request of First Party, sufficient number of labors for handling, loading and offloading services as specified hereunder:

CLAUSE A) – SERVICES:

- Handling, loading, and offloading of wheat bran in bags each of 30kg PP bags from Trailers or containers as provided by the First Party. The loading and offloading volume may vary from 700 to 1050 bags depending on the truck/container capacity.
- Additional activities such as stuffing bags, changing bags, repacking, cleaning, weighing, cracking, and stitching of wheat bran bags in 30Kg PPW Bags as per MOCI specifications.
- Dumping of damaged wheat bran bags.

CLAUSE B) – SCOPE OF WORK:

The wheat bran handling operations will be held at the sites as per the location and time specified by the First Party.

CLAUSE C) – PERFORMANCE:

As and when required by the First Party, the Second Party agrees to provide a sufficient number of trained and physically capable labourers to ensure an effective and timely operation. He further guarantees that the cargo will be offloaded in not more than 45 minutes for each trailer/ container. Any delay in the above will constitute a breach of this agreement by the Second Party.

CLAUSE D) – COMPLIANCE - SAFETY AND HANDLING:

- The Second Party confirms that he has the necessary approvals and authorizations from relevant Immigrations/Labour department to carry out the Services.
- He further confirms that by carrying out this Service Agreement, neither he nor the labours provided by him are breaching any Qatari government laws in any shape or form.
- The second party is required to insure their personnel against work-related accidents during transportation from and to the site.
- The Second party will ensure and entirely be responsible for providing safety material (Jacket – shoes – helmet) for his Laboures.
- The Second party shall follow all safety instructions in the various places of operations.
- The Second party will ensure and entirely be responsible for the safe handling and loading or offloading materials and negligence not be held responsible for any harm or damage sustained to any party due to the negligence during the loading or offloading materials or non-performance of safety procedures.



Page 1 of 3

CLAUSE E) - THE REMUNERATION:

- The First Party agrees to pay the Second Party as per the below agreed rate provided the Second Party delivers the services within the agreed time frame.
- The Second Party will be paid upon presentation of an Invoice with supporting documents.
- The number of handled cargos by the Second Party should match the records held by the First Party and warehouses' supervisor.

AGREED RATE:

S.NO	QAR	RATE	SITE	DESCRIPTION
LOADING & OFFLOADING GOOD / DAMAGE WHEAT BRAN BAGS				
1	0.27	Per Bag	MOCI	Offloading Good Bags Imported Wheat Bran from Containers or Trucks.
2	0.27	Per Bag	External	Loading Good Bags Wheat Bran on Trucks.
3	0.22	Per Bag	MOCI	Offloading Local Wheat Bran.
4	0.35	Per Bag	MOCI	Loading Rejected Wheat Bran Bags on Trucks
5	0.35	Per Bag	External	Offloading Rejected Wheat Bran Bags from Truck
6	40.00	Per Shift	MOCI / EXTERNAL	Disposal activity for loading/offloading damage what bran or any other activity (4 hours shift per person)
7	0.27	Per Bag	MOCI / EXTERNAL	Shifting of wheat bran bags from container to flatbed
REPACKING OPERATIONS				
8	1.10	Per Bag	MOCI	Repacking Rejected Bags Ops (Offloading from Containers or Trucks, Changing Bag, Cleaning, Stuffing, Weighing & Stitching).
9	2.07	Per Bag	External	Repacking Rejected Bags Ops (Offloading from Containers or Trucks, Loading on Truck & Offloading on Floor, Changing Bag, Cleaning, Stuffing, Weighing, Stitching & Arranging on Trucks).
(CHANGING OF BAGS) OR (WEIGHING OF BAGS) OPS FOR IMPROPER STITCHING AND WEIGHT LESS BAGS .				
12	0.60	Per Bag	MOCI	(CHANGING OF BAGS) OR (WEIGHING OF BAGS) Ops Rejected Bags by MOCI Due to Old Marking/ Low Quality Bags (Offloading from Containers or Trucks, Changing Bag, Stuffing & Stitching).
13	1.57	Per Bag	External	(CHANGING OF BAGS) OR (WEIGHING OF BAGS) Ops Rejected Bags by MOCI Due to Old Marking/ Low Quality Bags (Loading on Truck & Offloading on Floor, Changing Bag, Stitching & Stuffing, Arranging on Trucks).
CRACKING OF CAKED BAGS				
14	1.00	Per Bag	MOCI	Cracking Ops Cracking of Caked Wheat Bran Bags
15	1.70	Per Bag	External	Cracking Ops Cracking of Caked Wheat Bran (Offloading from Containers or Truck, Loading on Truck, Cracking & Arranging on Truck) – Truck to Truck
16	2.10	Per Bag	External	Cracking Ops Cracking of Caked Wheat Bran (Offloading from Containers or Truck, Loading on Truck, Offloading on Floor, Cracking & Arranging on Truck) From Floor to Floor
17	1.30	Per Bag	External	Cracking Ops Cracking of Caked Wheat Bran (Cracking & Arranging on Truck) – Container to Truck
18	1.70	Per Bag	External	Cracking Ops Cracking of Caked Wheat Bran (Offloading on Floor, Cracking & Arranging on Truck) – Container to Floor

Page 2 of 3



Qatar Flour Mills Company
(A subsidiary of Zad Holding Company Q.P.S.C.)

P.O. Box: 1444, Doha, Qatar.
Tel: +974 4441 5000, Fax: +974 4443 8137
E-mail: feedback@qfm.qa | www.qfm.qa

شركة زاد المطاحن القطرية
(المملوكة لشركة زاد القابضة ش.م.ق.ع)
العنوان: ١٤٤٤، الدوحة، قطر.
التلفون: +٩٧٤ ٤٤٤١ ٥٠٠٠، فاكس: +٩٧٤ ٤٤٤٣ ٨١٣٧
البريد الإلكتروني: www.qfm.qa | feedback@qfm.qa

شركة مطاحن الدقيق القطرية
(المملوكة لشركة زاد القابضة ش.م.ق.ع)
العنوان: ١٤٤٤، الدوحة، قطر.
التلفون: +٩٧٤ ٤٤٤١ ٥٠٠٠، فاكس: +٩٧٤ ٤٤٤٣ ٨١٣٧
البريد الإلكتروني: www.qfm.qa | feedback@qfm.qa

- The second Party agrees that neither he nor the laborers provided by him will claim any other remuneration/compensation whatsoever from the First Party for providing the service.
- The Second Party admits that neither he nor the laborers provided by him are in any way related to any of the QFM employees for providing the service.
- Payments in 7 working days from the Invoice Submission date.
- (Invoice will be submitted every 30 days)

CLAUSE F) – CONFIDENTIALITY:

The Second party must hold and keep confidential any Information and must not disclose it to any third party except with prior instruction from the first party and The Second party must ensure that all involved labours are aware of this obligation.

CLAUSE G) – TERMINATION:

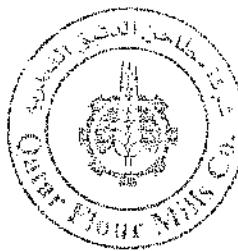
- This SERVICE AGREEMENT will be effective for Twelve Months from the date of contract. The First Party however has the right to terminate this agreement at any time during this period with 60-day notice at its sole discretion and without any recourse to the Second Party.

CLAUSE H) – DISPUTES:

- This service agreement has been executed in two original copies; each party received one thereof.
- This contract governed by Qatari Law.

QATAR FLOUR MILLS CO.

(FIRST PARTY)



AL RABEIYA TRDG & CONT. EST.

(SECOND PARTY)



Page 3 of 3

Qatar Flour Mills Company
(A subsidiary of Zad Holding Company Q.P.S.C.)

P.O. Box: 1444, Doha, Qatar.
Tel: +974 4441 5000, Fax: +974 4443 8137
E-mail: feedback@qfm.qa | www.qfm.qa



شركة مطاحن الدقيق القطرية
(مملوكة لشركة زاد القابضة ش.م.م)

ص. بـ: ١٤٤٤، الدوحة، قطر
تلفزيون: +٩٧٤ ٤٤٤١٥٠٠٠، فاكس: +٩٧٤ ٤٤٤١٨١٣٧
البريد الإلكتروني: www.qfm.qa | feedback@qfm.qa

[Handwritten signatures]
1st October 2024

LABOURERS SERVICE AGREEMENT BARLEY

On 1st October 2024, this service agreement is entered into between Qatar flour Mills, (QFM) [C.R #43969], referred herein as (First Party) AND, AL RABEYAH TRDG & CONT. C.R 14094 (Second Party).

Whereas the Second Party has agreed to provide, at the request of First Party, sufficient number of labours for handling, loading and offloading services as specified hereunder:

CLAUSE A) – SERVICES:

- Handling, loading and offloading of feed barley in bags each of 35 kg PP bags as per MOCI specifications from Trailers provided by the First Party. The trailers load capacity may vary from 500 to 1050 bags each.
- Stitching barley packed in 35 kg PP bags .

CLAUSE B) – SCOPE OF WORK:

- The barley handling operations will be held at the sites as per the location and time specified by the First Party.

CLAUSE C) – PERFORMANCE:

- As and when required by the First Party, the Second Party agrees to provide sufficient number of trained and physically capable labourers to ensure an effective and timely operation.
- the Second Part further guarantees that the cargo will be offloaded in not more than 45 minutes for each trailer/ container. Any delay in the above will constitute a breach of this agreement by the Second Party.

CLAUSE D) – COMPLIANCE - SAFETY AND HANDLING:

- The Second Party confirms that he has the necessary approvals and authorizations from relevant Immigrations/Labour department to carry out the SERVICE.
- He further confirms that by carrying out this Service Agreement, neither he nor the labourers provided by him are breaching any Qatari government laws in any shape or form.
- The second party is required to insure their personnel against work related accidents and during transportation from and to site.
- The Second party will ensure and entirely be responsible for providing safety material (Jacket – shoes – helmet) for his laborers.
- The Second party shall follow all safety instructions in the various places of operations.



Page 1 of 3

- The Second party will ensure and entirely be responsible for the safe handling and loading or offloading materials and first party will not be held responsible for any harm or damage sustained to any party due to the negligence during the loading or offloading materials or non-performance of safety procedures.

CLAUSE E) - THE REMUNERATION:

- The First Party agrees to pay the Second Party as per the below agreed rate provided the Second Party delivers the SERVICES within the agreed time frame.
- The Second Party will be paid upon presentation of an Invoice with supporting documents.
- The number of handled cargo by the Second Party should match with the records held by the First Party and warehouses' supervisor.

AGREED RATE:

S.NO	RATE PER BAG	SITE	DESCRIPTION
	QAR		
BARLEY OPERATION			
1	0.13	External	Loading – QFM Premises
2	0.17	MOCI	Offloading – MOCI Premises
3	0.17	MOCI / EXTERNAL	Shifting Of Barley Bags from Flatbed to Ground/ Flatbed
4	0.35	MOCI	Repacking Rejected Bags Ops (Offloading from Containers or Trucks, Changing Bag, Cleaning, Stuffing, Weighing & Stitching).

- The second Party agrees that neither he nor the labourers provided by him will claim any other remuneration/compensation whatsoever from the First Party for providing the service.
- The Second Party admits that neither he nor the labourers provided by him are in any way related to any of the QFM employees for providing the service.
- Payments in 7 days from the Invoice Submission date.
- (Invoice will be submitted every 30 days)

CLAUSE F) – CONFIDENTIALITY:

- The Second party must hold and keep confidential any Confidential Information and must not disclose it to any third party except with prior instruction from the first party and The Second party must ensure that all involved labours are aware of this obligation.

CLAUSE G) -- TERMINATION:

- This SERVICE AGREEMENT will be effective for TWELVE MONTHS from the date of the contract.
- The First Party however has the right to terminate this agreement at any time during this period with 60 day notice at its sole discretion and without any recourse to the Second Party.

Qatar Flour Mills Company
(A subsidiary of Zad Holding Company Q.P.S.C.)

P.O. Box: 1444, Doha, Qatar.
Tel: +974 4441 5000, Fax: +974 4443 8187
E-mail: feedback@qfm.qa | www.qfm.qa

شركة زاد القطرية
Zad Holding Company



Page 2 of 3

شركة مطاعن الدقيق القطرية
Zad Holding Company
P.O.Box: 23293 DOHA-QATAR
C.R.No. 44424
ص.ب ٢٣٢٩٣ الدوحة، قطر
تلفون: +٩٧٤ ٤٤٤١ ٥٠٠٠، فاكس: +٩٧٤ ٤٤٤٣ ٨١٨٧
البريد الإلكتروني: www.qfm.qa | feedback@qfm.qa

July 2014
69

CLAUSE H) – DISPUTES:

- This service agreement has been executed in two original copies; each party received one thereof.
- This contact governed by Qatari Law.

QATAR FLOUR MILLS CO.

(FIRST PARTY)



AL RABEIYA TRDG & CONT.

(SECOND PARTY)



Page 3 of 3

Qatar Flour Mills Company
(A subsidiary of Zad Holding Company Q.P.S.C.)

P.O. Box: 1444, Doha, Qatar.
Tel: +974 4441 5000, Fax: +974 4443 8137
E-mail: feedback@qfm.qa | www.qfm.qa



شركة مطاحن الدقيق القطرية
(مملوكة لشركة زاد القابضة ش.م.م)
ص.ب: ١٤٤٤، الدوحة، قطر.
تلفون: +٩٧٤ ٤٤٤١ ٥٠٠٠، فاكس: +٩٧٤ ٤٤٤٣ ٨١٣٧
البريد الإلكتروني: www.qfm.qa | feedback@qfm.qa