



negligence or breach of the terms of this Agreement from the side of the Second Party with regard to the provision of the agreed upon security services.

3.4 The Second Party shall not be liable, in any case, towards the First Party for any loss or damage affecting the First Party unless:

1- The Second Party had received from the First Party a notice with the occurrence of a breach to the terms of this Agreement, negligence or harmful action from the side of the Second Party caused the First Party to incur such loss or damage, within 3 Months from days from the date of occurrence.

2- The First Party had offered the Second Party all the reasonable assistance, including but not limited to allowing the second Party to review all the registers and information related to the accident which occurred, and allowing the consultant of the second Party to conduct the necessary investigations, and

3- The Second Party had received from the First Party a notice whereby the latter informed the former of filing a claim or lawsuit against the First Party within 2 Months from the date of receiving a formal notice of such claim or lawsuit.

3.5 The compensations stipulated by this agreement for the First Party and third parties are the total due compensations to the extent permitted by law.

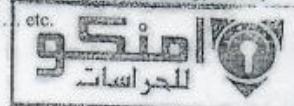
Clause 4: Obligations of the First Party:

4.1 The First Party shall provide the Second Party with one week for the latter to be ready and prepared starting from the date of signature of this agreement, after which the Second Party shall perform the agreed upon works.

4.2 All the security services provided by the Second Party in accordance with this Agreement shall be for the exclusive use of the First Party on the buildings / sites subject of this Agreement. The First Party shall not execute a subcontract for such services, allow third parties to use them or transfer these services to other buildings / sites without the prior written consent of the Second Party.

4.3 Unless otherwise provided in this agreement, the First Party shall take all the necessary measures required by applicable laws to avoid any loss, damage or injury to any of the security guards of the Second Party or any of the equipment while the existence in the buildings / sites subject of this Agreement. The First Party also undertakes to provide the employees of the Second Party at its own expense with all the equipment and facilitates necessary for executing their security services in the building in the suitable time. These equipment and facilities shall include, without limitation, offices for the workers and the security officers, air-conditioning services, heaters, lights, electricity, toilets, telephones, desks, chairs, drinking water, stationary, files, registers, ... etc.



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- 4.4 The First Party shall implement all the reasonable instructions and security requirements (if any) in relation to implementing the security services, which will be instructed by the Second Party in writing.
- 4.5 The First Party shall provide all the reasonable materials and information required to enable Second Party to provide the security services. The Second Party shall rely on the accuracy and sufficiency of the materials and information provided by the First Party in implementing the former's services with no need to check them out. In addition, the First Party is obliged to notify the Second Party with any change affecting the information previously provided.
- 4.6 In case of the disability or inability of the Second Party to provide the security services due to the failure of the First Party to abide by its obligations set out in this Agreement, the First Party acknowledges that the Second Party is not liable for any loss affecting the First Party.

Clause 5: Payment Terms:

- 5.1 The terms and conditions of this agreement are applicable to all the Subsidiary companies of Zad Holding Company Q.P.S.C. The concern Subsidiary companies will provide the Purchase Order for the services required. The Second Party will fulfil the requirement as per the Purchase Order and raise the invoice in the name of the respective Subsidiary company. First Party and its Subsidiary companies shall pay the Second Party the fees of an amount of **ONE HUNDRED FIFTY FIVE THOUSAND AND TWO HUNDRED QATARI RIYALS ONLY (155,200 QAR)** within 30 days after the submission of certified invoice.
- 5.2 In the case of delay in the payments for more than 60 days, the Second Party is entitled to suspend this Agreement or to terminate it according to its discretion. Each payment shall be through either a cheque in favor of the Second Party or bank transfer to the bank account of the Second Party which the latter will inform the First Party with its details.

Clause 6: Confidentiality:

- 6.1 All the commercial, technical and financial information exchanged through the implementation of this Agreement shall be kept strictly confidential by both Parties during the term of this Agreement, and such obligation shall survive the expiry or termination of this Agreement.
- 6.2 Both Parties shall ascertain that their employees and manager are complying with the above-mentioned restrictions, as all the necessary measures shall be taken to decrease the risk of the disclosure of such information.
- 6.3 Nevertheless, the Parties can use such information in one of the following cases:
- (a) In case the other Party has approved in writing on using such information.
 - (b) If such information is now in, or hereafter comes into, the public domain without breach of this Agreement and through no fault, error or omission of the party which wishes to disclose the information.

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(c) If a judgement or judicial order has been issued requiring such disclosure.

Clause 7: Term of this Agreement:

7.1 This Agreement shall start from the date of signature and for a period of 1 Year Renewable, starting from 22nd of January 2024, to 21st of January 2025.

7.2 In case either Party is desirous to renew this agreement, that Party shall notify the other Party within (1) month before the expiry date of this Agreement.

In case both Parties have not reached an agreement concerning the signature of a new agreement, this agreement shall by expire by the date set out in Clause 7.1.

Clause 8: Termination:

8.1 This Agreement can be terminated in the following cases:

- (a) If fraud or manipulation in the execution of this Agreement has been proved on the side of any of the Parties.
- (b) If it is proved that either Party has initiated by itself or through others directly or indirectly to bribe one of the employees of the other Party in the course of signing or implementing this Agreement.
- (c) The other party is in material breach of its obligations under this Agreement and, in case such breach is capable of being remedied, failure to remedy such breach within thirty days from date of receipt of a written notice from the non-breaching party of such breach.
- (d) Each of the two parties has the right to terminate the agreement, with One -month prior written notice.

In all the above cases, the non-breaching Party shall notify the other Party within one (1) month notice period before the termination.

8.2 Either Party may terminate this Agreement with an immediate effect, by a registered mail, in case the other Party became bankrupt, insolvent or liquidated.

Clause 9: Non-Waiver / Severability:

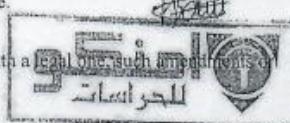
9.1 The silence, tardiness or avoidance of any Party to use or enforce any of the rights set out herein, shall not be construed as waiver of such right, any relating or subsequent rights.

9.2 If any clause herein is held to be invalid, illegal or unenforceable, both Parties shall amend such clause within the least limits necessary to make it valid, legal or enforceable.

9.3 In case of failure to amend this clause, this clause shall be replaced with a legal one, such amendments or replacement shall not affect the other clauses of the Agreement.



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**Clause 10: Force Majeure:**

10.1 Either Party shall not be liable for the failure to implement any of its contractual obligations if such failure was due to unforeseeable reasons beyond the control of that Party according to the normal course of such matters.

Clause 11: Amendments or Modification:

11.1 No amendment or addition to any of the Clauses herein shall be valid except if it was made in writing and duly signed by both Parties.

Clause 12: Correspondences and Notices:

12.1 All notices or correspondences hereunder shall not be valid unless made in writing.

12.2 The First Party shall be abiding by the abovementioned address and contact details of the Second Party.

12.3 In case any Party wants to change any of such contact details, that Party shall pre-notify the other Party with the new details before the effective date of such changes with at least one week.

Clause 13: The Applicable Law and jurisdiction:

13.1 The laws of the State of Qatar shall govern the provisions of this Agreement and its Interpretation and any dispute arising out of the execution of this Agreement shall be submitted to the Qatari Courts.

Clause 14: Counterparts:

14.1 This Agreement has been executed into two original counterparts; the First Party shall have a First counterpart and the Second Party shall have the second counterpart.

First Party	Second Party
Name: (Authorized Signatory)	Name: MR. ABDULLA MUBARAK AL SULAITI
Zad Holding Company Q.P.S.C	AMNCO SECURITY COMPANY
Title: AUTHORIZED SIGNATORY	Title: CHAIRMAN
 Signature & Stamp:	 Signature & Stamp:
	

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Zad Holding Company

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No:	ZAD/HSRM/24/01/2/3/1/5	SERVICE MEMORANDUM							Date : 23 January -2024	
BASIC DETAILS OF SERVICE/MEMO								LAST PURCHASE/SERVICE MEMO		
Nature Service	SM for renewal of security guard services for 2024/25								Supplier name : ANMCO	
Department	H&S Admin								Total value of SM : 1,113,800	
Service Type	Renewal								Rate/month : 156,900	
Reason /Objective of This Purchase	Renewal of security guard to make sure ZAD Premises are under surveillance 24x7 for security and safety purpose.							Contract period : 21.01.2023 to 21.01.2024		
									Service Memo. : Combined SM value	
									Date :	
RISKS/CONCERNES/NON-COMPLIANCE OF SOPS OR POLICY										
QUOTED SERVICE PROVIDER DETAILS										
No	Supplier Name	Service Description	Currency	Quoted Rate/Security	Negotiated Rate/Security	Exchange rate	Qty in Nos.	Rate per month	Total amount for the period	Remarks
1	AMNCO Security Co. WLL	Security Guard and Traffic Marshal Supervisor	QAR	3,175	3,202	1.00	45	144,100	1,729,200	Payment Terms: 30 days after the submission of invoice
			3,400	3,440	1.00	3	11,300	133,200		
		Total		3,400	3,440		48	155,200	1,862,400	
2	Al-Sraiya Security Services (SSS)	Security Guard and Traffic Marshal Supervisor	QAR	3,245	3,245	1.00	45	146,025	1,752,300	Payment Terms: 30 days after the submission of invoice
			3,495	3,495	1.00	3	10,485	115,620		
		Total		3,495	3,495		48	156,510	1,878,120	
3	European Guarding & Security Services (EGSS)	Security Guard and Traffic Marshal Supervisor	QAR	3,500	3,500	1.00	45	157,000	1,890,000	Payment Terms: 30 days after the submission of invoice
			4,800	4,800	1.00	3	14,400	112,800		
		Total		4,800	4,800		48	171,800	2,062,800	
<i>* All the supported documents are attached herewith.</i>										
<i>Note:</i>										
<p>1. Subsidiary of security services for Zad and its various sites and locations is required for the following reasons:</p> <ul style="list-style-type: none"> (a) It is covered by Security services rendered by independent third party who are industry experts and know the latest trend in the security industry and will respond with government regulations. (b) If any security personnel is on sick /annual leave, then security company provides backshore wherein if our employees then additional staffs are available with monthly cost 26,712/- QAR 248,544/- per year is required. (c) Most importantly, if we are not satisfied with service of any security personnel, the security company will immediately replace it which is not possible with our employees. (d) Outsourcing security services is cost effective and safe for our employees. <p>2. AMNCO security one of the best security companies in free of cost met their standards and their guard is considered as QAR 3,202/-</p> <p>3. As per our analysis, our existing vendor AMNCO's quote is lower than SSS. The service of existing vendor is satisfactory and their guards are well trained and familiar with our SOP.</p> <p>4. Existing vendor has displayed club card of us in their own cost and recently added electric bill for 2nd premises.</p> <p>5. The cost of security services provided by AMNCO is less than other vendors due to the site as compared to other vendors. The turnaround time for deployment of the reliever is one hour whereas other vendors take one day.</p> <p>6. The cost of site supervisor is ranging from QAR 3,800/- to QAR 3,900/- per month. The changeable title to security supervisor, but we are taking the job of HSSL supervisor.</p> <p>7. There is a total saving of QAR 56,400/- from the last year due to redeployment and rate reduction.</p> <p>8. Hence, it is recommended to renew the contract with the existing vendor for the period starting from 22/01/2024 to 21/01/2025.</p> <p>9. The vendor provides all the required services for personnel i.e., Workers Compensation insurance, Uniform, Accommodation, transportation (at various locations in Doha and Industrial area) and food.</p> <p>10. The vendor also provides safety induc tive training, fire detection, threat awareness, and defensive strategy training.</p> <p>11. The termination notice period is one month for either party.</p>										
RECOMMENDED SERVICE PROVIDER										
No	Supplier Name	Service Description	Quoted Rate/Security	Negotiated Rate/Security	Qty in Nos.	Rate per month	Total - Or (12 Months)	Payment Terms		
1	ANMCO Security Co. WLL	Security Guard and Traffic Marshal Supervisor	3,275	3,202	45	144,100	1,729,200	Payment Terms: 30 days after the submission of invoice.		
			3,700	3,700	3	11,100	133,200			
		Total		3,700		48	155,200	1,862,400		
Supplier selection criteria(s) : Better quality = Lowest bidder Reputed supplier Others (specify) : BUDGET DETAILS Budgeted value for the requested service/expenses: Budget utilized till last purchase Balance available for this purchase Proposed as per this service memorandum Supplied/Debited										
Services are as per our expectation AUTHORIZATION / APPROVAL Authorised by : _____ Position : _____ Date : _____										

Role/Position	Name	Designation	Address	Phone Number	Email Address	Experience	Education
Mohammad Abdullah Executive	Ajmal Hussain	Head - Human Resources & Admin • Corporate HR	Noor Hussain	Abdul Salam	Tariq Mohammad	Ahmed Osama	Shahid Munawar
		Senior Manager • Finance		Chief Financial Officer	Chief Executive Officer	Business Advisor	Sabir Masoor
08/02/2024	08/02/2024	08/02/2024	11/02/2024	11/02/2024	18/02/2024	18/02/2024	19/02/2024