

Subject – Manpower Hiring Agreement & Non Objection Letter

This **Manpower Supply Agreement** ("Agreement") is made and applicable from, 11th December 2024, by and between:

HBAC Technical Services LLC

Represented by: Usama Rehman (Owner)

Address: PO Box 122002 Bur Dubai

Dubai, UAE

(Hereinafter referred to as the "Client")

AND

Afreen International Manpower Services

Represented by: *Mr. Sagir Khan (CEO)*

Address:

63/2, Sixth Floor Office number 625, Megha Mall

Mall Road Kanpur-208001

License Number - B-0565/UP/PER/1000+/5/9024/2013

(Hereinafter referred to as the "Supplier")

WHEREAS, the Client is engaged in a project in **Dubai, UAE**, requiring the provision of manpower, and the Supplier agrees to supply such manpower under the terms set forth in this Agreement;

NOW, THEREFORE, the parties hereto agree as follows:

(a) 1. Purpose of Agreement

The purpose of this Agreement is for the Supplier to provide skilled and qualified manpower to the Client for a project located in Dubai, UAE (the “Project”).

(b) 2. Scope of Services

- The Supplier agrees to provide the Client with personnel to work on the Project.
- The personnel will be specialized in the fields required by the Project, including but not limited to [list specific job roles, e.g., Masons, Electricians, Plumbers, AC Technicians, Helpers, Painters, and Carpenters].
- The Supplier is responsible for recruiting, screening, and training the personnel.
- The Supplier will ensure that all personnel possess the necessary qualifications, certifications, and work permits to perform the required duties in Dubai.

(c) 3. Duration

- The Agreement shall be effective from the month of December 2024 until terminated as per the terms in this Agreement.
- The duration of employment for each manpower provided will be determined according to the needs of the Project.

(d) 4. Responsibilities of the Supplier

- Recruit and deploy the necessary manpower.
- Ensure that all personnel have valid Passpoert as required by Dubai laws.
- Maintain the quality of the manpower to meet the standards of the Client.
- Ensure that all workers adhere to safety and workplace regulations.
- Provide replacement manpower in the event of absenteeism, sickness, or resignation.

(e) 5. Responsibilities of the Client

- Provide the Supplier with the necessary documentation regarding the Project.
- Ensure a safe and productive working environment for the manpower supplied.
- Pay the agreed-upon compensation for the manpower as outlined in this Agreement.

(f) 6. Payment Terms

- The Client agrees to pay the Supplier as follows:
 - Payment will be made [monthly/quarterly] through [bank transfer, cheque, etc.].

(g) 7. Confidentiality

Both parties agree to maintain confidentiality regarding the terms of this Agreement, the details of the Project, and any proprietary information shared during the term of this Agreement.

(h) 8. Termination

- Either party may terminate this Agreement with [30] days' written notice.
- Termination may occur for reasons including but not limited to:
 - Failure to perform duties.
 - Non-payment by the Client.
 - Breach of confidentiality.

(i) 9. Force Majeure

Neither party shall be held liable for any failure to perform obligations under this Agreement due to circumstances beyond their reasonable control, including but not limited to acts of God, war, terrorism, or governmental regulations.

(j) 10. Dispute Resolution

- Any dispute arising from this Agreement will be resolved through [arbitration/mediation], and the location of such resolution will be in Dubai, UAE.
- The laws of the UAE will govern this Agreement.

(k) 11. Miscellaneous

- This Agreement constitutes the entire understanding between the parties. Any amendments or modifications must be in writing and signed by both parties.
- This Agreement is binding upon the successors, assignees, and legal representatives of both parties

The Details of the requirement of Manpower are mentioned below (Confidential), we need the candidates at the earliest since our project is in progress.

	<u>Site Location-Dubai United Arab Emirates</u>				
	<u>Construction & Civil,MEP,HVAC work</u>				
<u>No</u>	<u>Scope of work</u>	<u>Profile</u>	<u>Qty</u>	<u>Salary</u>	<u>Experience required</u>
1	• Wall Tile Fixing, Floor tile fixing, Skirting fixing, Threshold fixing, Stair case fixing.	Mason	20	1300-1400	3 Years minimum Experience required
2	• Wall Tile Fixing, Floor tile fixing, Skirting fixing, Threshold fixing, Stair case fixing.Installation of Sub frame for wooden door frame.	Painter/ Carpenter	5	1600-1700	5 Years minimum Experience required
3	• Wall Tile Fixing, Floor tile fixing, Skirting fixing, Threshold fixing, Stair case fixing.	Helper	20	1200	2 Years minimum Experience required
4	<ul style="list-style-type: none"> • Installation of Conduits for ELV System, Lighting and Power cables. • Electrical cable pulling for Lighting, Power Points, and Switches as per villa requirement both inside & outside. • Installation and termination of Distribution board with proper feruling and dressing for lights and power points. • Installation, Cable Pulling and Termination for Isolator at roof. • Testing of Electrical Cable through Meager meter. • Placement of Slab conduits according to the 	Electrician	20	1600-1700	4 Years minimum Experience required

	<p>approved drawings & SOW.</p> <ul style="list-style-type: none"> • Testing and inspection upon completion. • Installation of SOG (Slab on Grade) containment. • Installation of wall conduits for electrical wiring in Villa along interior/exterior walls. • Proper securing and fastening to ensure compliance with safety standards. • Pulling rope through conduits for cabling. • Ensuring proper routing and minimal interference with approved Drawings. 				
5	<p>1- Installation of all water drainage internal & external works as included in the drawing.</p> <p>2- Installation of Domestic Cold-water piping Below Grade as included in the drawing.</p> <p>3- Installation of Hangers & Supports for Water Drainage lines as included in the drawing.</p> <p>4- Installation Cold Water Supply, Hot water Supply including Valves & Fittings as included in the drawing.</p> <p>5- Installation of Insulation for Roof-Exposed Water Supply Lines.</p> <p>6- Installation of solar Heaters with accessories as included in the drawing.</p> <p>7- Installation of Water Tanks and accessories (Valves, Switches/float, pipes &, etc.) as included in the drawing.</p> <p>8- Installation of all Pumps with all Valves, Accessories & all Flexible Pipe Connector as included in the drawing.</p> <p>9- Installation of Sanitary Ware, toilet Accessories & Mixers including the supply of installation accessories as included in the drawing.</p> <p>10- Installation of Underground & Above Ground Drainage and Storm water pipe & Fittings, Including Embedded Balcony Drain Piping as included in the drawing.</p> <p>11- Installation of Condensation Drainpipe & fittings</p>	Plumber	20	1600-1700	3 Years minimum Experience required

	including the AC machine connection as included in the drawing. 12- Installation of all Floor Drain, Floor Clean out, Floor Drain Cover, Balcony Drain Cover, Shower Drain, Rainwater outlet, Gully Trap with Cover & Manhole Covers, Vent Cowls as included in the drawing. 13- Handing over to all Authorities.				
6	1- Installation of AC Machines (Outdoor & Indoor) as per approved drawings as included in the drawing. 2- Installation of all Exhaust Fans (Kitchen & Toilet) as included in the drawing. 3- Installation of Hangers & Supports for Duct, AC Units, Fans and Copper Pipes etc. as included in the drawing. 4- Installation of PI Duct & Accessories (Profiles, Corners, Aluminum Tapes, H Bayonet, Invisible flanges, Adhesives, Sealant, etc.) as included in the drawing. 5- Installation of GI Duct & Accessories (S&C Cleats, Gasket, GI Corners, Aluminum Tapes, Duct mate flanges, Adhesives, Sealant etc.) included in the drawing. 6- Installation of Plenum Box for Air outlets as included in the drawing. 7- Installation of Acoustic Liner for Ducts as included in the drawing. 8- Installation of Flexible Ducts with Accessories as included in the drawing. 9- Installation of Valves, Refrigerant pipe & Accessories for DX Split Units as included in the drawing. 10- Installation of Thermostat Wiring as included in the drawing. 11- Installation of Flexible duct Connector for FCU & Fans as included in the drawing.	AC Technician	20	1800-1900	3 Years minimum Experience required

	12- Installation of Dampers (Volume Control Damper, Fire Dampers etc.) as included in the drawing. 13- Installation of Air Outlets (Grill, Diffuser, Slotted Linear diffuser, Disc Valve etc.) & Louvers as included in the Drawing.				
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Important Notice: -

- Medical Insurance and Workmen Compensation with Third Party Liability Insurance will be provided by HBAC.
- The Job Profile will be for 4-6 Years as per Project Completion & Handover.
- 12 Months working with daily 10 Hours Shift. Above that will be paid as Overtime considering UAE Laws.
- 1 Month will be Paid Leave with One-Way Ticket by HBAC at the completion of 2 years.
- Leave Salary & Annual Air Ticket will be provided by the HBAC on completion of 24 Months.
- Incentive / Bonuses & Overtime will be provided by HBAC.
- HRA & Transport will be provided by HBAC.
- Gratuity will be provided by HBAC as per UAE LAW.
- House & transport will be provided by HBAC.
- Renewal of Visa, Insurance will be provided by HBAC.

For any other assistance feel free to call me.

With Best Regards



Usama Rehman

C.E.O & Founder

HBAC Technical Services LLC