

EMPLOYMENT CONTRACT (Salaried Employee)

THIS **EMPLOYMENT CONTRACT** (the "Contract"), is made and entered into on 11/12/2023 (the "Effective Date"), by and between:

1. **Shaw Emirates Pipes Manufacturing, LLC.**, an Abu Dhabi, United Arab Emirates based company (the "**Company**"), with a mailing address of P.O. Box 91322, Plot 29WR7, ICAD III, Mussafah, Abu Dhabi, United Arab Emirates, and
2. **MD Rakshan Quamar ("You")** and ("**Employee**"), an India national, holding a Passport Number of U0471659 with date of birth 01/04/1990.

In consideration of the mutual covenants contained in this Agreement, the Company and the Employee hereby agree as follows:

1. **Employment Commencement Date** : Your employment will commence on 10/01/2023. Subject to the Company being able to obtain and maintain the necessary documentation for your entry and residence in the UAE, and for your employment by the Company.
2. **Duration of Contract** : This Contract will be valid for one (1) year and shall automatically renew for successive one (1) year periods unless either the Company or Employee provides written notice of the termination of this Contract.
3. **Location of Work** : Your work location will be at the below location:

*Shaw Emirates Pipes Manufacturing LLC
P.O. Box: 91322
Plot 29WR7, ICAD III,
Mussafah, Abu Dhabi,
United Arab Emirates*

Due to the nature and responsibilities of your role, there may be occasions when travel to other business locations may be required. By signing this Contract, you agree to travel on the Company's business (both within the UAE and abroad) as may be required for the proper performance of your duties.

4. **Commencement and Ongoing Conditions** : The commencement and continuation of your employment with the Company is subject to pre-employment medical clearance and conditioned upon the issuance of a residence visa (if applicable) and labor card for you under applicable UAE law.

You agree to provide on a timely basis all information, to sign all documents and to generally cooperate and take all such actions requested by the Company in order for the Company to apply for and process your sponsorship as provided above. The eligibility for obtaining the residence visa and labor permit and maintaining eligibility to reside and work in UAE is your responsibility.

The Company shall bear the costs and fees for obtaining and maintaining such residence visa and labor permit. If you are unable to obtain the necessary visa and labor card sponsored by the Company in a timely manner. This Employment Contract and the relationship between the Company and You will automatically terminate and expire and will no longer be of any force or effect.

The Employment Contract shall supplement the terms and conditions of employment detailed in the UAE Federal Ministry of Human Resources and Emiratization (Ministry of Labor) prescribed mandatory form of English-Arabic employment contract between you and the Company ("Local Contract") to be filed by the parties with the Ministry of Labor for sponsorship purposes.

This Employment Contract is also subject to the accuracy of all information you have provided and the absence of any non-compete or other restrictive covenants or obligations that you are bound to comply with under applicable law and practice or under

any of your prior employment relationships, agreements or contracts that would restrict or disqualify you from being employed with or sponsored by our Company.

You also agree to indemnify the Company and hold it free and harmless from and against any loss, damage, cost, claim or expense that the Company may suffer or incur arising from any breach of your obligations surviving the termination of your past employment(s).

You agree to comply with all Company policies, regulations, standards and HSE policies and practices. The current forms whereof you hereby acknowledge and agree to have read, understood and accepted.

You shall take good care of any Company property that you are authorized to use or possess and you shall be responsible for any damage or loss caused to such property due to your fault or negligence.

You shall open or maintain a bank account in the UAE and provide the necessary details so that the Company can effect payment of your salary in accordance with the statutory Wage Protection System.

5. Job Title : You will be employed in the position of **Estimation Engineer**, and report to the Group VP of Business Development (the Reporting Manager) or such other person as may be nominated by the Company from time to time.

6. Work Schedule : Your working hours and work week are described as per the below:

Working Hours:	08:00 AM to 05:30 PM. Actual Company's working hours may differ either to fulfill your responsibilities or at the request of the Company for business needs.
Working Days:	Monday to Friday
Weekend Holidays:	Saturday & Sunday

You are strictly prohibited from working in any capacity whether as an employee, consultant or service provider for anybody or another entity which is not the Company during the term of your employment with the Company.

7. Employee Status : You will be considered a **Salaried** employee with **Family** based Compensation and Benefits.

8. Probationary Period : The first six (6) months of your employment will be a probationary period. Upon completion of the probationary period in a manner which is satisfactory to the Company, you will become a permanent employee.

Your Employment can be terminated by the Company at any time during your probationary period by giving a minimum of fourteen calendar days' prior written notice. If you wish to terminate your Employment during the probationary period, you are required to give to the Company prior written notice as follows:

- One months' notice if you are resigning to join another employer in the UAE;
- Fourteen calendar days' notice if you are resigning so as to leave the UAE; and
- Fourteen calendar days' notice if you are resigning for any other reason.

In the event that you resign from your Employment during the probationary period in order to join a new employer in the UAE or leave the UAE and then return within a period of three months in order to take up new employment, you will cooperate with the Company as directed so as to recover your recruitment costs as borne by the Company from your new employer, in accordance with the Labour Law.

You confirm (to the extent not already known to the Company) that you have not left your former UAE employer during the probationary period and are therefore not subject to any

repayment obligations regarding your recruitment costs incurred by your former employer, pursuant to the Labour Law.

- 9. Compensation** : The Company will pay you a monthly gross salary at a rate of **AED 25,000** per month. This salary will comprise of:

Base Salary:	AED 9,320
Housing Allowance:	AED 12,780
Transport Allowance:	AED 2,900
<u>Total Gross Salary:</u>	<u>AED 25,000</u>

You will not be entitled to overtime.

- 10. Fuel & Salik** : N/A
- 11. Schooling Support** : N/A
- 12. Annual Vacation Flight Tickets** : Provided to employee and three dependents only. Refer to allowances set for Point/Airport origin. Ticket entitlements cannot be carried forward to the next year. You will forfeit any unused ticket entitlement.
- 13. Life Insurance** : Provided to employee only.
- 14. Medical Insurance** : The Company shall provide you and three dependents with comprehensive medical insurance.
- 15. Annual Leave** : You will be entitled to annual leave of 30 calendar days per year (calculated on a pro rata basis), and statutory private sector holidays. Annual leave must be taken at times convenient to the Company and approved in advance by your Reporting Manager. Any requests for additional leave without pay will be considered on a case-by-case basis in the Company's discretion subject to the Company's policies. You may carry forward your paid annual leave for any year into the subsequent year but limited to a maximum of 15 days as carry forwarded days, the balance days will be forfeited.
- 16. Sick Leave** : You shall be entitled to paid sick leave in each year of service according to the UAE Labor Law.
- 17. Emergency Leave** : You shall be entitled to a maximum of 10 unpaid Emergency Leave calendar days per year.
- 18. Residency Visa & Emirates ID** : The Company will provide you and your dependent UAE Residency Visa & Emirates ID.
- 19. Expenses** : The Company shall reimburse you in respect of all expenses reasonably incurred by you in the proper performance of your duties, in accordance with the Company's Travel and Expenses Policy subject to you providing such receipts or other evidence as the Company may require.
- 20. Termination of Employment** : The Company reserves the right to terminate your employment in any of the following ways:
- At any time with fourteen (14) days' notice (prior to completion of the probation period)
 - By giving you ninety (90) days' notice in writing (any time after completing the probation period), or by payment of salary in lieu of such notice.
 - Immediately without advance notice if any of the events under Articles 44 of the UAE Labor Law takes place.

You may resign at any time, with 14 days' notice during probation, or by giving the Company ninety (90) days' notice in writing after the completion of probation, if applicable.

Upon termination or resignation, you agree to cooperate and provide the Company the necessary documents including your passport, Emirates ID card, labor card and return any other Company property in your possession or at your disposal, and cooperate and do all

acts or things so that the Company can properly terminate the Local Contract and cancel your immigration (if applicable) and labor sponsorship in Abu Dhabi, UAE. The Company agrees to return your passport and any other personal documents promptly upon the completion of the sponsorship cancellation formalities.

Upon termination of the employment relationship, the Company is authorized to deduct any monies you owe the Company against your end of service gratuity and/or salary to the extent permitted under UAE law or as ordered by a UAE court.

Should you be terminated for cause (Article 44 of the UAE Labor Law) or resign prior to completing 6 months of employment, you will have to pay all mobilization and demobilization cost including visa cost for yourself.

21. Governing Law for Disputes : This offer letter and your employment relationship with the Company shall be governed by, construed, and given effect to, in accordance with the UAE Labor Law No. 33 of 2021, as amended and any other applicable law in force from time to time in the United Arab Emirates, and any dispute between the parties will be settled by the Abu Dhabi or other UAE Courts.

22. Entire Agreement : This Employment Contract, and the Local Contract shall constitute the entire agreement between the parties, and supersede all prior oral or written agreements and understandings between the parties (including any previous contracts of employment between you and the Company or any subsidiary or affiliate or parent of the Company) with respect to all matters addressed in this offer letter. The terms and conditions of your employment may not be amended except in writing signed by you and by an authorized representative of the Company.

Please confirm your understanding, agreement and acceptance of this offer letter by signing both the original and duplicate of this letter at the place indicated below, and initialing all the pages, and returning it to the undersigned within 7 from the date of this letter.

The Company and the Employee have caused this Contract to be executed as of the date written above.

Accepted by the “Employee”

Name: MD Rakhshan Quamar

Signature:

Date:

On behalf of Shaw Emirates Pipes Manufacturing LLC,
the “Company”

Name: Devendra Joshi (Regional HR Manager)

Signature:

Date: December 11, 2023

