

Dated: 12/02/2024

## GENERAL CONTRACT OF EMPLOYMENT BETWEEN CAPE EAST LTD, P.O. Box 12573, DOHA-QATAR & MR Akshay Dileep (PF No.) Indian NATIONALITY, BEARING PASSPORT NO. Y8610916

This is to confirm your appointment as <a href="HSE Officer">HSE Officer</a> for projects in the State of Qatar; however, you may also be called upon to undertake work assignments throughout the Gulf region. The date of commencement of this appointment shall be taken as <a href="Date of Joining">Date of Joining</a>. Probation of Six months will be served. In this capacity, you will report to the <a href="QHSE MANAGER">QHSE MANAGER</a> / PROJECT MANAGER. Your employment conditions with the company are on the following terms:

SALARY

You will be paid a basic salary at the rate of **QRS 4,000.00 (Qatari Riyals Four Thousand Only Fixed - No Overtime)**. The basic salary includes for all 60 hours a week. Any bonus payments will be at the discretion of the Management.

2. ACCOMMODATION FOOD TRANSPORT Sharing accommodation and Food will be provided by the company as per your eligibility. Where you are required to travel from your local place of residence to your place of work you will be provided with transport or reimbursed for the use of public transport.

3. AIR FARES

An economy class air ticket will be provided to the nearest Metro international airport at the company's expense at the commencement of the assignment from your place of recruitment to your place of work, and a return ticket upon termination to the place of recruitment or as per the holding return ticket. In case of resignation during probation period the return ticket shall be borne by the candidate.

Additionally, you will be entitled to a return fare economy class ticket to your place of residence for each leave period entitlement as stated in 5. below.

4. WORKING HOURS

Normal working hours will be 10 hours per day and six days per week (Saturday to Thursday), based on client requirements may be required to work extendable hours as well. On occasion, you may be required to work on Fridays and Holidays.

ENTITLEMENT (LEAVE)

You will be entitled for paid Annual leave once in a year as per Qatar Labour Laws. You will be entitled to a return economy class ticket to your place of residence. Should you for whatever circumstances not take this leave period you will entitled to the equivalent leave at any other mutually agreeable time or at the end of your assignment.

MEDICAL

Company shall provide you with free medical treatment at the Government Hospitals or Government Health Centre of the State of Qatar. We shall be issuing Health Card through Hamad Medical Corporation.

INSURANCE

You will be covered under our Workmen's Compensation Policy Scheme as well.

8. GRATUITY

Gratuity for continuous service will be paid as per the QATAR LABOUR LAW. For business visa and work-multi entry visa mobilization gratuity shall be not applicable.

CAPE EAST W.L.L.
P.O. Box 12573, Office No. L05-2FL-01, 2nd Floor, Building No. 100, Doha, Qatar Tel. +974 4008 1111 – Fax +974 4431 7575
www.altrad.com



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Ref: 12/02/2024/QT/CEL-HRD Mr. Akshay Dileep- HSE Officer

Nationality: Indian, Passport No. Y8610916

9. VISA

This offer is subject to a visa being granted to you to allow you work in QATAR. If for whatsoever reason such a visa cannot be obtained this

agreement shall be null and void.

On completion of your employment you will be required to surrender your passport for visa cancellation and any termination payments due to you will only be made on completion of those formalities which is necessary for visa

cancellation.

10. TERMINATION

Your employment can be terminated by either side giving at least one calendar month written notice. In case of termination during the probation period, you shall be entitled for one week's notice period only.

After joining the company, you have to work one full year continuously, failing which following expenses shall be borne by you:

 Deduction of full air fare charges/Visa charges/Recruitment Charges

11. NON-COMPETE CLAUSE

In the event of leaving the company, you are required to confirm your acceptance for non-competing against the company. As this position is of sensitive nature and you will be acquainted with sensitive and confidential information of the company during your tenure of employment, you hereby expressly confirm that you shall not take up any job opportunities within Qatar for a minimum period of 2 years from the date of leaving the company.

12. APPLICABLE LAW

You will be required to observe the customs, laws and regulations of the country in which you are based.

The terms and conditions set out above in this letter shall be subject to and without prejudice to the QATAR LABOUR LAWS and the contract of labour which you will be required to sign as per relevant regulations. All other terms and conditions as per QATAR Laws and Regulations.

Should you wish to accept our offer please sign the undertaking given below and return one signed copy to the undersigned.

For and on behalf of CAPE EAST LIMITED

SHETTY SUDHAKAR GENERAL MANAGER

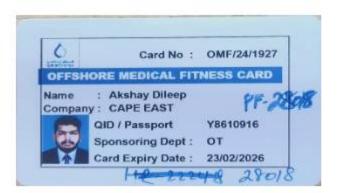


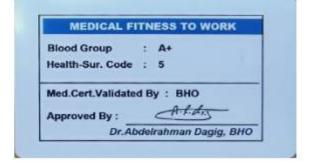
Our

I, \_\_\_\_\_\_, hereby accept your offer of employment and agree to all terms and conditions herein. This shall represent the sole basis of the contract of employment between me and the Company.

I also hereby confirm that I am willing to work extended hours as well as willing to participate in site activities on Fridays and other Holidays, if it is required by Site. I will also obtain necessary permission from the Site In-charge prior to taking any leave on working days as well as on Holidays.

Signed : \_\_\_\_\_ Dated : \_\_\_\_



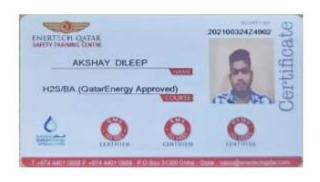














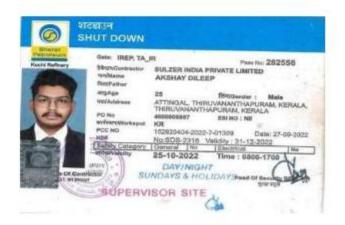


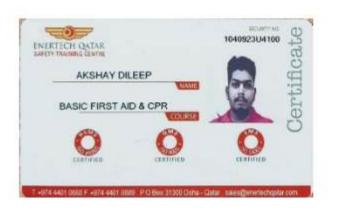












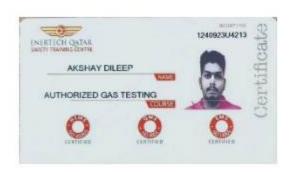






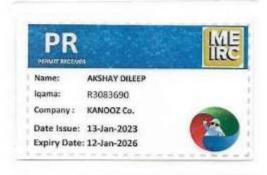


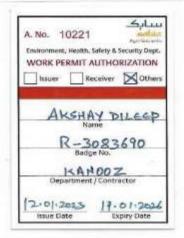
























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Corp. Off.: 105, 1st Floor, Viroshwar Chambers, Shaan Talklus Compound, M.G. Road, Vilo Parlo (E), Mumbal - 400 057 Tel : 2613 0082 Fax : 2611 4958 E-mail : R.engineerservico@gmail.com

DATE: 30/07/2022

## TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. AKSHAY DILEEP worked with us as a ASSISTANT HSE OFFICER from NOV 2019 TO JULY 2022 on contract with ONGC Ltd at Offshore platforms MH SOUTH & MH NORTH. BPA, BPB, Platforms

During his tenure of his service with us, we found him honest, hard working & diligent towards his duty

We wish him a bright future.

For RELIANCE ENGINEERS

Balu Arote (Sr. Manager- Projects)

Rogd, Off.: C/8, Wosland Apartmani, N. Dutta Marg, Four Bunglaws, Andheri (N), Mumbal - 400 058.

