



JOB CONTRACT

Contract number: 8614733

This contract was concluded electronically under the supervision of the Ministry of Human Resources and Social Development, Saudi Arabia on a day :**18-05-1444** E corresponding **12-12-2022** M between

:FIRST PARTY

Company / Corporation: Contracting Plant Company Branch

-:National Consolidated Number

Facility number:6-1624055

Commercial Register:2055026249

Title:31555 Jubail King Faisal Gharbi

Workplace:Dammam

Email:Admin@nabatat.com.sa

Represented by signature:Faisal Al-Qahtani as **Officer**

,Hereinafter referred to as (the first party)

:THE SECOND PARTY

Name:AKRAM HOSSAIN

Profession:Download and download operator

Job number:1234

Nationality:Bangladeshi

Date of birth:19-01-2000

ID number:2530649199

Identity type:Residence

Expiry date:29-08-2024

Sex:Male

Religion:Muslim

Marital status:Single

Scientific qualification:Secondary education

Specialization:Secondary year

Iban number:SA100000000000000000000000000000

Bank name:Unidentified bank

Email:admin @ nabatat.co

Mobile number:966 505916818

,Hereinafter referred to as (the second party)

The two parties agreed that the second party work for the first party under its management and supervision with a job **Factor** And to carry out the work assigned to it in a manner commensurate with its practical, scientific and technical capabilities according to the needs of the work and in a manner that does not contradict the controls stipulated in the articles (fifty-eight, fifty-ninth, sixty) of the work system

Duration of this contract **3 years** It starts from a date **20-12-2022**. And ends in **19-12-2025**. Note that the date of the second party's work is **20-12-2022**

It is renewed for a period or for similar periods unless one of the other parties feels in writing that he does not want to renew before (**30**One day from the date of expiry of the contract

The second party is subject to a trial period of one duration **90** A day that begins from the date of his commencement of work and does not include in her account the Eid Al-Fitr and Al-Adha leave and sick leave **It shall be for the parties** The right to terminate the contract during this period, unless the contract stipulates that one of them is entitled to termination



Working days and hours

Regular working days are determined by **6** Days per week, working hours are set at **8** Every day, the first party is obligated to pay the second party .an additional wage for the additional working hours equal to the hourly wages plus 50% of its basic wage

First party obligations

The first party pays the second party a basic wage of **800.00** Saudi Real deserves the end of each **Month**

:The first party to the second party is also obligated to

Provide adequate housing throughout the contract period .1

Provide adequate transportation from their residence to the workplace .2

To pay a fee **200.00** Saudi Real, instead **Other** Worth the end of each **Month** .3

The second party is entitled for each year an annual leave of one duration **21** A paid day, and the first party determines its date during the year of entitlement according to the working conditions, provided that the leave fee is paid in advance when it is due, and the first party may postpone the leave after the end of the year of its entitlement for a period not exceeding 90 One day, according to the approval of the second party, in writing, to .postpone it until the end of the year following the year of entitlement, according to the requirements of working conditions

The first party is obligated to provide medical care to the second party with health insurance in accordance with the provisions of the cooperative health insurance system

The first party is obligated to pay the contributions of the General Organization for Social Insurance in accordance with its regulations

The first party shall bear the fees for the recruitment of the second party / Transferring his services to him, residence fees, work permit, and renewing them, and the consequent delay in that, including fines, fees for changing the profession, exit and return, and a ticket for the return of the second party to his homeland by the means by which he presented after the end of the relationship between the two parties

The first party shall be bound by the expenses of preparing the body of the second party and transferring it to the authority in which the contract was concluded or bringing the employee from it unless he is buried with the consent of his relatives within the Kingdom or the General Organization for .Social Insurance is obligated to do so

The obligations of the second party

To complete the work entrusted to him in accordance with the principles of the profession and in accordance with the instructions of the first party if there is nothing in these instructions that violates the contract, system or public morals and its implementation does not endanger it

To take adequate care of the tools and tasks assigned to him and the materials owned by the first party that are at his disposal or that are in his custody and to return to the first party the non-expendable materials

To provide all assistance and assistance without requiring additional remuneration in cases of threats to the safety of the workplace or the persons employed therein

To submit, according to the request of the first party, the medical examinations that he wishes to perform before or during the work to verify that he is free from occupational or communicable diseases

The second party is obligated not to compete with the first party after the end of the contract for a period **2** A year and that anywhere **Saudi** With regard to work **Contracting**

The second party is obligated not to disclose the secrets of the first party after the end of the work contract within a period **10** A year and that anywhere **Saudi** With regard to work **Contracting**

The second party is committed to good behavior and ethics during work and at all times it adheres to the regulations and customs of customs and morals in force in the Kingdom of Saudi Arabia as well as the rules, regulations and instructions in force with the first party and bears all the resulting

financial fines For violating these regulations

Agreeing to deduct the first party from the prescribed percentage from the monthly wage to participate in the General Organization for Social Insurance

The contract expires or is terminated

This contract ends with the expiry of its term in the fixed-term contract or with the agreement of the parties to terminate it, provided that the second party agrees in writing

The first party has the right to rescind the contract without a reward or notice to the second party or to compensate it, provided that the second party has the opportunity to express the reasons for opposing the annulment, according to the cases mentioned in Article (Eighty) of the Labor Law

The right of the second party to leave work and terminate the contract without notifying the first party while retaining its right to obtain all its entitlements according to the cases mentioned in Article (Eighty-first) of the work system

:The two parties agreed that in the event of the termination of the contract without a legitimate reason, the following

If the contract is canceled by the first party, he is obligated to pay the second party compensation for this annulment **1,600.00** Saudi Real •
If the contract is broken by the second party, he is obligated to pay the first party compensation for this annulment **4,800.00** Saudi Real •

End of service bonus

The second party is entitled upon termination of the contractual relationship by the first party, by agreement of the two parties, or by the end of the contract period or as a result of a force majeure, a reward of fifteen days for each of the first five years A month's wages are paid for each of the following years, and the employee is entitled to a reward for the parts of the year in proportion to what he spent on work. The reward is calculated on the basis of the last wage

Applicable system and jurisdiction

This contract is subject to the work system, its executive regulations, and the decisions issued in implementation of it in any unless a text is contained in this contract. This contract replaces all previous agreements and contracts that are verbal or written if any

In the event of a dispute between the two parties over this contract, the jurisdiction is held for the competent authority to hear labor cases in the Kingdom of Saudi Arabia

Notifications and notices between the two parties are made in writing through the electronic communication channels in a strong platform for each of the parties. Each party is obligated in the event that it changes its address or changes the email to amend it through a strong platform Otherwise, the address of the address or e-mail registered with a strong platform is considered to be in force

.This contract has been exported electronically and is accessible to both parties through a strong platform

God bless ... This contract is approved by the Ministry of Human Resources and Social Development

Created by: Faisal Al-Qahtani on 12-12-2022 14:31