



لكسوري كونسبت
Luxuryconcept

Date: 8 March 2022

M/s. Lotus Human Resource (P) Ltd.
Govt. License No. 780/065/066
Post Box: 23440,
Kathmandu, Nepal.

Subject: RECRUITMENT OF MANPOWER FROM NEPAL

Dear Sirs,

DEMAND LETTER

Please be advised that the below mentioned number of categories are to be recruited by our company with the terms & conditions specified below:

SR.NO.	CATEGORY	GENDER	سأل SALARY AED	REQUIRED NUMBERS
1	Helpers	Male	1000.00	10

Terms and Conditions of Service:

1. Period of contract:
2. Probation Period:
3. Place of work:
4. Accommodation:
5. Transportation:
6. Leave, Medical & Insurance:
7. Duty Hours:
8. Food:
9. Air Ticket:
10. Visa and work Permit:
11. Agency Fee

- 2 years renewal
- Three Months (3) Months UAE.
- Provided by Company
- Provided by Company
- (24 Hrs coverage Insurance)
- Annual Leave 24 Days per year
- 8 hours per day and 6 days per week
- Free of cost provided by Company
- Free Joining and Every 24 months provided by Company
- Free by company.
- Not Provided

Yours Sincerely,



Req. No. NEAD/Lab-3/ 5892
Attested by the Embassy of Nepal,
Abu Dhabi, U.A.E.
Signature: _____
Position: Counsellor (Labour)
Date: 25 MAY 2022

لكسوري كونسبت تصنع العطور ذ.م.م. دبي - ا.ع.م.
luxuryconcept perfumes mfg. llc. dubai-UAE.

Factory
Dubai Investment Park, Jabel Ali
PO. Box. 377578, T. +971 4 885 0675, F. +971 4 885 4176

Corporate Office +971 4 224 6582
3 & 4th Flr. +971 4 224 6583 (F)
CBD Building info@theluxuryconcepts.com
Baniyas Square, Deira www.theluxuryconcept.com

The chamber hereby attests, without prejudice that Sakhariya Valiyakath Karaketty being authorized by M/S LUXURY CONCEPT PERFUMES MANUFACTURING L L C has duly signed this document in his mentioned capacity.

Service Request # : 1-17268767833 Verify ID # : 55994482d77

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لكسوري كونسبت
Luxuryconcept

DATE: 8 March 2022

POWER OF ATTORNEY

Known by all those present that we, **LUXURY CONCEPT PERFUMES MANUFACTURING LLC**, Post Box No. 377578, Tel. No. +971 4 8850675, Fax. No. +971 4 8854176. Hereby appoint M/s. Lotus Human Resource Pvt. Ltd. Post Box: 23440, Kathmandu, Nepal to select and recruit the workers on behalf of our company from Nepal to be the true representative for it and in its name, place and stead to do and perform the following acts and things, namely:

To act as the company's representative and agent to represent the company before any public or private agency in the country of Nepal pertaining to recruitment function.

To act as the company's representative and agent to represent us in the hiring of our company's personnel and/or employees in Nepal for employment in the country of UAE.

To assume sole liability that may arise in connection with workers' recruitment and other terms and conditions of the appointment as defined and spelled out in the Recruitment Letter of Agreement in between. *This POA is valid for 2 years.*

Yours truly,

(Authorized Signature and Seal of the company)



Req. No. NEAD/Lab-3/ 5892

Attested by the Embassy of Nepal,
Abu Dhabi, U.A.E.

Signature:

Position: Counsellor (Labour)

Date:

23 MAY 2022

لكسوري كونسبت تصنيع العطور ذ.م.م. دبي - ا.ع.م.

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Service Request #: 1-17273961960 Verify ID #: e2255157056

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لكسوري كونسبت
luxuryconcept

DATE: 8 March 2022

Service Agreement

This Agreement is made in between M/s.....the employer –The First Party and Mr..... Passport no. Nepali national, the employee -The Second Party. The first party agrees to employ the second party in this company for the post of on the following terms and conditions.

- 1. Basic Monthly Salary:** AED. 1000
- 2. Contract Period:** Initially for two years, but renewable on mutual consent unless terminated by either party giving in writing at least one month notice of such intention.
- 3. Travelling expenses:** Both way air passages (for joining and return) shall be borne by the employer.
- 4. Accommodation/FOOD:** The employer should provide suitable food and accommodation free of cost. In case of working in a community where lodging can be rented and employer wishes to pay cash in lieu of rent, it shall be paid at a rate suitable to the locality.
- 5. Working days/hours:** Normally working days shall be 6 days per week and one day paid holiday per week and working hours shall be 8 hours per day, 48 hours weekly.
- 6. Overtime:** In case the employer requests the worker to work overtime or on holiday, the employer shall pay for overtime or holiday work at 150% of the basic salary rate
- 7. Leave benefits:** The employer shall clearly state the weekly holidays, annual holidays and annual vacation specifying no. of days, payment of wages or other compensation which shall be according to the laws of the country of employment.
- 8. Medical:** Admissible under the labor laws of employment country.
- 9. Insurance:** The employer shall provide necessary insurance against death or injury according to the laws of the country of employment.
- 10. Transportation:** The employer shall provide free transportation to and from work site.
- 11. Repatriation:** The employer shall manage the repatriation including return of dead and service benefits to the legal heirs of the employees.

Any other terms and conditions not mentioned in this agreement will be governed by the labor laws of the employment country.



Req. No. NE/AD/Lab-3/ 5892
Attested by the Embassy of Nepal,
Abu Dhabi, U.A.E.
Signature: _____
Position: Counsellor (Labour)
Date: 23 MAY 2022

Signature of employee (Second Party)

Signature and stamp of employer (First Party)



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Service Request # : 1-17273962471 Verify ID # : 9f6e6c577e6

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لكسوري كونسبت
Luxuryconcept

DATE: 8 March 2022

Agency Agreement

On this day Tuesday, 8th March 2022 it is agreed between Luxury Concept Perfumes Manufacturing LLC represented by Managing Director Mr. Sakhariya Valiyakath Karaketty (hereinafter called Employer) and Lotus Human Resource Pvt. Ltd., Post Box: 23440, Kathmandu, Nepal through its Director Mr. Padam Bahadur Ale (hereinafter called Recruiting Agent):

1. That the employer hereby agrees to appoint Lotus Human Resource Pvt. Ltd., registered under His Majesty's Government of Nepal for recruitment of Nepalese workers.
2. That the recruiting agent shall send the required personnel at the earliest possible and strictly according to merits, qualification and experience as required by the employer.
3. The profession, salary and all other benefits will as per the Demand Letter and Employment Contract.
4. That the agent must ensure that each candidate should medically fit for the job and holds the valid passport.
5. That in case of any dispute between the two parties shall be settled mutually and amicably.

In witness whereof we have executed this agreement at

.....this.....


Employer

P.O.Box: 377578
DUBAI - U.A.E.
LUXURY CONCEPT
PERFUMES MANUFACTURING LLC.


Req. No. NEAD/Lab-3/5892
Attested by the Embassy of Nepal,
Abu Dhabi, U.A.E.
Agent
Signature: 
Position: Counsellor (Labour)
Date: 23 MAY 2022

لكسوري كونسبت تصنع العطور ذ.م.م. دبي - ا.ع.م.
luxuryconcept perfumes mfg. llc. dubai-UAE.

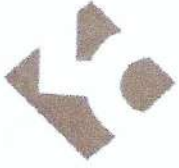
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Service Request #: 1-17274088600 Verify ID #: 00153fefdc1

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لكسوري كونسبت
Luxuryconcept

To:
The Director General
Department of Labour & Employment Promotion
Baneshwar, Kathmandu, Nepal

Date: 8 March 2022

Guarantee Letter

We, Luxury Concept Perfumes Manufacturing LLC P.O. Box # 377578, Dubai, UAE, hereby guarantee that the workers as per our Demand Letter of 210 workers dated 08 March 2022 executed -in favour of M/s. Lotus Human Resource Pvt. Ltd., will work in our organization in UAE only throughout the contract period. Hence, we give surety of continuation of the Nepalese worker with us during the contract period.

Thanks & Best Regards,



(Seal & Signature of the Sponsor Co.)

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Service Request # : 1-17274088649 Verify ID # : a675575c3ca

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