



RAA-ONE CONSTRUCTION & ENGINEERING PTE LTD

No 280 Harvest Building, #10-08 woodlands IND ParkE5 Singapore - 757322

Tell: 65389517 | E-mail: nraja@raaonegroup.com www.raaonegroup.com

Reference No: 2023-0020

Review Date: 09/02/2023

Dear **Mr. RAHMAN HAFIZUR**

Passport Number/WP: 0 62219912

We are pleased to offer you employment in the position of "WELDER CUM WORKER" starting 09/02/2023

This appointment is subject to the following terms and conditions:

1) SALARY

Per DAY Basic salary \$35 8AM TO 5PM AND OVERTIME PER HRS 6\$ and you have to follow up work site timing workers hrs including PH/Sunday. You are responsible for the work. You need work with RAA-ONE team as well. You are not doing good job or irresponsible to projects or any defects or damages while your supervision/welding you are the responsible person all above items. If you are doing, your duties properly in Mean Time Company have full rights claim from you any damages cost or losses.

ALLOWANCE

Employee signature

You are entitled to following allowance/s per month: Base on performance and site activities

- Driving Allowance - No
- Company will deduct room allowance and transport from your salary.
- Base on work Performance Company will terminate without further notice. In addition, you are not eligible to argue with company for additional allowance or salary increments.

2) PROBATION

You are required to serve a probationary period of six (6) month after which your service will be confirmed subject to satisfactory performance. The probationary period may be extended or shortened at the absolute discretion of the Company. In addition, you are agree to work this company 1 years contract. Meanwhile if your cancel the permit or jump to other company you have to pay for it balance month's Levey amounts.

Employee signature

3) DUTIES AND RESPONSIBILITIES





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1. You are required to perform the duties and responsibilities related to your position as per assigned by the Company. In addition, any works not done properly or main con rejected your quality of works, company not responsible for this, and you have to fully aware of works. If nay detection or back charge from main con, company will detect from your salary or you have to clear the defect non-payable timing yourself.
2. You should stay at RAA – ONE employment role for a minimum of 1 years.

4) WORKING HOURS

Employee Signature

- Working hrs as per employment act....
 - You are entitled to have one (1) day off per month.
- ** The Company reserves the right to change your working days and hours.

5) LEAVE/HOLIDAYS

Employee Signature

- Holidays observed by the Company
- Accredited leave is only accepted if supported with Medical Certificates (MC) and must submit a day after the leave. For non-compliance of MC on resume date leave will be invalid and company will deduct on the salary as per company policy.

6) RULES, REGULATIONS & CONFIDENTIALITY

Accordingly, you undertake that:

- a) You will under no circumstances make available your services to any undertaking, or have any interest directly or indirectly in any other undertaking or activity which might interfere with the proper performance of your duties without first obtaining the written permission of the Company;
- b) You will not at any time during the continuance or after the termination of your services with the Company irrespective of any reason for such termination, make use or disclose to any party either for your own benefit or for the benefit of any party (individual, firm, company, any trade or business), the affairs and confidential information of the Company or any of its related companies of which you have knowledge or become aware during the course of your service with the Company;
- c) You will obey and comply with all reasonable orders and instructions given to you by the Company or its authorized agents and observe all standing and other rules and/or regulations now in force or from time to time approved by the Company.
- d) Consuming or being in possession of alcohol or illegal drugs on company premises, or on any





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company job-site, is prohibited.

- e) Fighting, horseplay, practical jokes or otherwise interfering with other workers is prohibited.
- f) All unsafe acts and conditions, including "near miss" incidents, are to be reported to appropriate supervision promptly.
- g) Clothing and personal protective equipment (PPE) shall be appropriate to tasks being performed.
- h) Perform all work in accordance with safe work practices and your supervisor's direction.
- i) Report any near misses, unsafe conditions, accidents and damage (to property or equipment) to immediate supervisor.
- j) As per RAA-ONE's in house regulation, free Airfare ticket (Departure) will not be given when in case of shortfall in service of two (1) years.

7) Disciplinary Actions

Employee Signature

Upon breach of the company rules, the following disciplinary actions will be administered:

1st Warning	Verbal Warning
2nd Warning	Written Warning/verbal warning
3rd Warning	Immediate termination

8) TERMINATION

Notwithstanding the aforementioned, the Company shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following events:

- a) if you are, in the opinion of the Company, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- b) if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- c) If you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies."
- d) Worker have to issues 30 days' notice (resignation) before left this company, because company will get replacements workers otherwise they have bare loses per month levy until date of permit expiry.
- e) if the worker component person (supervisor or in-charge) carry on the job on site and well know the site condition he should give two month notice for (resignation)

Employee signature





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9) AGENT MONEY

Our company does not collect any agent money from **RAHMAN HAFIZUR (Name)**

This worker. In addition, we are not responsible if they paid outside agents without our knowledge. This worker does not have rights to claim any money from the company.

10) Company Detection

Employee Signature

This worker if barrowed from company or RAA-ONE spent any money behalf this worker, RAA-ONE have full rights to detect the amount from his salary with his/her knowledge.

11) Course Fee

Employee Signature

Company will detect the course fee if the worker is agreed share 50% or whatever company paid behalf them. In addition, company send any additional courses, they have worked minimum two years if not, they have to paid the course amount fully or company have rights to detect from the salary.

Employee Signature

12) In house safety rules and regulation

Worker should follow company in house safety rules. In addition, company already issued proper PPE, briefed safety matters, and send each worker for CSOC class before start work at construction site. If the worker does not follow main con rules while working at site, in- case they issued fine with your mistakes. Company not responsible any fine or safety violence. In addition, company will detect the amount from your salary with your knowledge.

Employee Signature





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13) Salary and allowance

Company will pay every month date 7 but in – case there will be any delayed payment from main –con, I RAHMAN HAFIZUR (Name) understand the company situation and can wait few days to get our salary from company in humanity manner.

Employee/Signature

I have read and understood the terms and conditions stated in the appointment letter and hereby confirm my acceptance / rejection of the offer of appointment as above mention position.

Name: RAHMAN HAFIZUR

Signature:

Date:



Anubhav Gaba (Engineer)

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