

Dated 01/01/2015

WORK ORDERTo
M/s. Hyper Networks
SCO 18, 2nd Floor, Sector-16
Faridabad-121002
(Haryana) INDIA

Sub: Work Order for Unskilled labour services at: UBSPD 5, Ansari Road, Daryaganj New Delhi

Dear Sir,

We draw your reference to discussions and subsequent correspondence and negotiations you had with us. We are pleased to issue Work Order for manpower service at 5-Ansari Road New Delhi

- Scope of Work: As per annexure-A
- Charges: Minimum Wages for Unskilled Labour.ESI/PF extra.7.5% service charges extra.

Terms & Conditions

M/s: HYPER NETWORKS

a. Recruit its own employees for carrying out the hitherto contracted work as per the terms & Conditions elaborated here in Below:

BRANCHES5 Ansari Road, Daryaganj, New Delhi-110 002 • 9, Ashok Nagar, Near Pratibha Press, G.B. Marg, Latouche Road, Lucknow-226 018 • Z-18, M. P. Nagar, Zone-I, Bhopal-462 011 • No.133-134, 1st Floor, Aust Luxmi Apparel Park, Outside Dariyapur Gate, Ahmedabad-380 016 • 2nd Floor, Shree Renuka Plaza, Tilak Road, Mahal Nagpur-440 002 • 2nd Floor, Apeejay Chambers, 5 Wallace Street, Fort, Mumbai-400 001 • 680, Budhwar Peth (Near Appa Balwant Chowk), Pune-411 002 • Crescent No.148, 1st Floor, Mysore Road, Bangalore-560 026
60 Nelson Manickam Road, Aminjikarai, Chennai-600 029 • 2nd & 3rd Floor, Sri Guru Towers, No.1-7 Sathy Road, Cross-III, Gandhipuram, Coimbatore-641 012 • No. 40/8199-A, 1st Floor, Public Library Building Convent Road, Ernakulam-682 035 • Alekhya Jagadish Chambers, H. No. 4-1-1058, Boggulkunta, Tilak Road Hyderabad-500 001 • 1st Floor, Plot No.145, Cuttack Road, Bhubaneswar-751 006 • H. No.4, 1st Floor Kanaklata Path, Lachit Nagar, Bharalupar, Guwahati- 781 007, Assam • 8/1-B, Chowringhee Lane Kolkata-700 016 • Ground Floor, Western Side, Annapurna Complex, Naya Tola, Patna-800 004

b) ensure that it deploys competent manpower who are physically fit and are not suffering from any chronic or contagious disease.

c) Alone determine all services conditions of the persons engaged by him.

d) Should comply will all statutory liabilities under various labour statutes such as payment of minimum wages , ESIC, PF, Workmen compensation etc.

e) Personally and exclusive supervise or employ sufficient supervisory personnel exclusively to supervise the work of his employees so as to ensure that the services rendered are carried out to the satisfaction of the company.

f) Be bound and follow and comply with all orders and directions given by the company and/or its officials or representatives in pursuance of the powers conferred upon the company by this order.

g) Be responsible and liable for payment of salaries, wages and other legal dues of the employees who are employed by him for the purpose of rendering the services required by the company under this order and shall submit proof of having deposited the statutory dues every month and maintain proper books of accounts records and documents and comply with all statutes, rules and regulations which are applicable to his or the employees employed by him for the fulfilment of the terms of this Order. The contractor should pay the gratuity to his workers on proportionate basis as & When applicable. The Contractor employee shall always be under his direct control of supervision.

Regulations: shall observe and comply with all applicable provisions and requirements of Shops and Establishments Act, Payment of wages Act 1952, Payment of Bonus Act 1965, workmen's compensation Act, Minimum Wages Act 1948 and of all statutes regulations and provisions having the force of law as also all rules. Also the contractor will ensure that it has a valid license & is registered under contract Labour (Regulation & Abolition Act)

Agency can terminate this contract/agreement only after giving a written notice of one month. In case the notice period is not adhered to, then UBSPD shall forfeit the entire payment pertaining to the last month of service.

If the contractor fails to comply with any of the terms and conditions of the contract/ agreement, specific directions, UBSPD can terminate the same after giving one month notice.

If any time it is found by UBSPD that the contractor has not complied with any of the statutory legal provisions/norms the contract will be terminated with immediate effect.

Arbitration: Any dispute or difference which may arise out this contract and cannot be settled amicably between the contracting parties, shall be settled by the sole arbitrator to be appointed by the MD of the UBSPD. The arbitration shall be conducted in accordance with the latest rules of Arbitration and conciliation Act 1996.**Jurisdiction:** The courts of New Delhi only shall have jurisdiction to deal with and decide any legal matters of dispute whatsoever arising out of the contract.**Payment terms:** Bill to be submitted to UBSPD representative by 2nd of every month and payment to be released with five days.

Contractor agrees that it will comply with all applicable national state and local laws, regulations and codes in the performance of the order. Contractor further agrees to identify UBSPD for any loss or damage that may be sustained by reason of contractors failure.

The scope of work under the contract can not be subcontracted, re-assigned out source or to any other body, organization, firm, person directly or indirectly on expressed or implied terms by the contractor without written permission of the company and following the due process of law.

Contractor to adhere all regulatory guidelines like licence for running such labour contractors.

The contract is valid from 1st January 2015 to 31st December 2015.

If these terms and conditions are agreeable to yourself, you are requested to sign on thye copy as token of acceptance.

Phone: 23273601
For UBSPD
5, Ansari Road, P. B. No. 7015
New Delhi-110 002

Deepak Gagroo

General Manager Administration