

CONTRACT LABOUR – STATUTORY COMPLIANCE REQUIREMENTS

(To form an integral and inseparable part of the Agreement / Work Order executed between the Company and the Contractor)

The statutory compliance requirements and conditions set out herein shall form an integral and inseparable part of the Agreement/Work Order executed between Gujarat Pipavav Port Limited (GPPL) and the Contractor. These provisions shall be binding upon and applicable to all contractors, vendors, sub-contractors, and service providers (hereinafter collectively referred to as the “Contractor”) who engage or deploy contract manpower for execution of any work at the premises of GPPL, whether directly or indirectly, including but not limited to:

- (a) premises covered under the Factories Act, 1948, and/or the Occupational Safety, Health and Working Conditions Code, 2020 (OSHWC Code), as and when brought into force, as amended from time to time; and
- (b) establishments governed by the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019.

The contractor shall further extend to compliance with all applicable Central and State labour laws, including the Labour Codes, namely the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020, along with all rules, notifications, amendments, and directions issued thereunder from time to time. The Contractor shall ensure adherence to the applicable provisions of the aforesaid enactments, to the extent they are enforceable and applicable to the nature of engagement and deployment of contract labour.

1. PRE-COMMENCEMENT DOCUMENTATION

The Contractor shall, prior to commencement of any work or deployment of any labour, submit the following documents to the HR Department of the Company to its satisfaction:

- (a) Certificate of Incorporation / Partnership Deed / Proof of Proprietorship, as applicable.
- (b) Permanent Account Number (PAN) of the Contractor.
- (c) EPFO Registration Certificate along with UAN details of deployed workmen.
- (d) ESIC Registration Certificate, where applicable, or a valid and subsisting Employees’ / Workmen Compensation Insurance Policy.
- (e) Registration under the Gujarat Professional Tax Act.
- (f) GST Registration Certificate, wherever applicable.
- (g) Valid Contract Labour Licence issued under the Contract Labour (Regulation and Abolition) Act, 1970, as applicable, and any other labour law for the time being in force. Contractor has to take separate licenses for each contract awarded before the commencement of work at site.
- (h) A complete list of all contract workmen proposed to be deployed, including identification and bank particulars as required for statutory and contractual purposes. The Contractor confirms that such personal data has been collected, processed, and shared in compliance with the Digital Personal Data Protection Act, 2023, including obtaining valid consent wherever applicable, and shall ensure appropriate safeguards for its protection.

No contract labour shall be deployed at the Company's premises unless and until all the above compliances are fully completed and approved by the Company.

2. STATUTORY REGISTERS AND RECORDS

The Contractor shall maintain and update all statutory registers, records, returns, and documents, whether in physical or electronic form, in accordance with applicable Central and State labour laws, at the place of work or such other location as may be permitted under law. The Contractor shall further ensure strict compliance with all applicable legal provisions governing employment, wages, social security, welfare, health, safety, and working conditions, including the provisions of existing labour enactments as well as the Labour Codes, as and when notified and brought into force, along with the rules, notifications, and amendments issued thereunder from time to time. Accordingly, compliance shall extend to all applicable requirements under such laws, including but not limited to the following:

Checklist: Labour Law Compliance (Contractors)		
S.N.	Act/Particular	Description
Pre-commencement Compliance Mandatory for all the contractors/ service providers		
1	Contract/ Service Order (Internal requirement)	First 5-6 pages of the contract for reference
2	Employees' compensation Act 1923, Workmen's Compensation rules 1924	Employees/ Workmen Compensation Policy The same should cover all the active contract employees deployed and/ or covered under the Employee Register during the contract.
3	The Employees' State Insurance Act, 1948	ESIC Registration of the contractor (as applicable)
4	The Employees' Provident Funds and Miscellaneous Provisions Act, 1952	EPF Registration of the contractor
5	PAN/GSTIN/LIN	PAN/ GSTIN/ LIN of the contractor
6	PT Registration	PT Registration of the contractor
7	The Contract Labour (Regulation and Abolition) Act-1970, The Contract Labour (Regulation and Abolition) (Gujarat) Rules, 1972	Form VI - Labour License (On deployment of 50 or more manpower under the contract) The licence shall at all times validly cover all contract employees deployed by the contractor, including those recorded in the Employee Register, and for a manpower strength not less than the maximum number of contract employees proposed to be or actually deployed during the tenure of the contract.
8	The Contract Labour (Regulation and Abolition) Act-1970, The Contract Labour (Regulation and Abolition) (Gujarat) Rules, 1972	Form VI-A - Notice of Commencement of work (within 15 days of commencement to the Labour authority)
Monthly Compliance		
1	The Ease of Compliance to Maintain Registers under various Labour Laws (Gujarat) Rules, 2017	Form A - Employee Register The Employee Register shall contain particulars of all employees deployed under the contract for the entire contract period. Details of employees who have ceased to be employed shall not be deleted from the

		register and shall be retained with the date of exit/separation duly recorded. Each employee shall be allotted a unique serial number, which shall remain unchanged and exclusive to that employee for the entire duration of the contract.
2	The Ease of Compliance to Maintain Registers under various Labour Laws (Gujarat) Rules, 2017	Form B - Wage Register The Wage Register shall be duly maintained for all employees deployed under the contract, and the particulars recorded therein shall correspond and reconcile with the entries in Form A (Employee Register) and the Attendance Register (Form D), including employee identity, days worked, wages paid, and statutory deductions, as applicable.
3	The Ease of Compliance to Maintain Registers under various Labour Laws (Gujarat) Rules, 2017	Form C - Register of Loans Recoveries
4	The Ease of Compliance to Maintain Registers under various Labour Laws (Gujarat) Rules, 2017	Form D - Attendance Register The Attendance Register shall be duly maintained for all employees deployed under the contract, and the particulars recorded therein shall correspond and reconcile with the entries in Form A (Employee Register) and the Wage Register (Form B).
5	Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2017*	Form E - Register of Rest/Leave/Leave Wages <i>*(Additional requirement to track contract employee's leave records)</i>
6	The Contract Labour (Regulation and Abolition) Act-1970, Gujarat Rules 1973	Form XIX - Wage Slip (2 days before the wage disbursement)
7	Bank Statement/ Payment confirmation	Proof of salary payment through bank transfer, including the bank statement indicating the date of payment , shall be submitted. The net amount paid shall strictly reconcile with the net wages reflected in Form B (Wage Register) for the corresponding wage period.
8	The Employees' Provident Funds and Miscellaneous Provisions Act, 1952	Provident Fund contributions to be deposited within the statutory timeline, i.e., on or before the 15th day of the subsequent month, along with generation and submission of the applicable Challan and ECR file . The PF contributions remitted shall strictly reconcile with the PF deductions reflected in Form B (Wage Register) for the corresponding wage period.
9	Employees' State Insurance (ESI) – Employees' State Insurance Act, 1948	Remittance of ESI contributions within the statutory timeline, i.e., on or before the 15th day of the subsequent month, along with generation and submission of the applicable Challan and ECR file . The ESI contributions remitted shall strictly reconcile with the ESI deductions reflected in Form B (Wage Register) for the corresponding wage period. (as applicable)
10	Gujarat State Tax on Professions, Trades, Callings and Employments Act, 1976	Deduction, payment, and filing of PT in accordance with the act and submit <i>payment challans and returns</i> as applicable. Payments/returns shall be made within

		prescribed timelines (<i>presently on or before the 15th of the succeeding month or as notified</i>).
11	The Employees' Provident Funds and Miscellaneous Provisions Act, 1952	Form IW1 - Statement International Workers Return - on or before 15th of every month
12	Maternity Benefit Act 1961, & Gujarat Rule 1964	Form A - Muster Roll
13	Monthly Undertaking cum Declaration of Statutory and Labour Law Compliance	Monthly Undertaking-cum-Declaration of statutory and labour law compliances is to be submitted on letter head along with all above mentioned monthly records.
Employment and Identity Records		
1	The Contract Labour (Regulation and Abolition) Act-1970, Gujarat Rules 1973	Form XV - Service Certificate (to be issued to all the employees listed in Form A at the time of separation)
2	The Contract Labour (Regulation and Abolition) Act-1970, Gujarat Rules 1973	Form XIV - Employment Card (to be issued to all the employees listed in Form A at the time of joining)
3	The Employees' Provident Funds and Miscellaneous Provisions Act, 1952	Form XI (Revised) - Self Declaration Form (For all the employees listed in Form A at the time of joining)
4	The Employees' Provident Funds and Miscellaneous Provisions Act, 1952	Form 2 (Revised) - Nomination Form (For all the employees listed in Form A at the time of joining)
Quarterly Compliance		
1	Employment Exchanges (Compulsory Notification of Vacancies) Rules, 1960	ER-1 Quarterly Return - The return shall be submitted quarterly within 30 days after the end of each quarter ending March, June, September and December.
Yearly Compliance		
1	The Rationalisation of Forms and Reports under Certain Labour Laws Rules, 2017	Form XIV – Unified Annual Return The return shall be submitted yearly by 31st January
2	The Payment of Bonus Act 1965 and Bonus rules 1975	Form D - Annual Return The return shall be submitted yearly, within 30 days after the expiry of 8 months from the close of the accounting year
3	Maternity Benefit Act 1961, & Gujarat Rule 1964	Form L - Annual Return The return shall be submitted yearly by 21st January
4	Employees' compensation Act 1923, Workmen's Compensation rules 1924	Annual Return The return shall be submitted yearly by 31st January
Other Compliances (As per applicability)		
1	Building & other construction workers (regulation of employment and condition of service) act 1996 and The Gujarat Building and Other Construction Workers (Regulation of employment and Conditions of Service) Rules, 2003	Get the valid Registration & maintain all records & registers if the provisions are applicable as per the act.
2	Inter-state Migrant workmen (Regulation of employment and conditions of service) Act 1979, Gujarat rules 1981	Get the valid Registration & maintain all records & registers if the provisions are applicable as per the act.
3	Payment of Gratuity Act 1972, Gujarat rules 1973	Maintain all records & registers related to payment of gratuity act.
Compliances - Upon completion or termination of the contract		

1	The Contract Labour (Regulation and Abolition) Act-1970, Gujarat Rules 1973	Form VI-A Notice of Completion of work (within 15 days of completion to the appropriate authority)
2	Payment of Wages Act 1936 & Payment of Wages Rules 1956 & The Contract Labour (Regulation and Abolition) Act-1970, and Gujarat Rules 1972 and other relevant laws/ rules	Upon completion or termination of the contract, the Contractor shall submit a Final Settlement (F&F statement) for all contract workmen deployed, as reflected in the muster roll (Form A), along with documentary proof of payment. The F&F statement shall include settlement of all dues payable up to the last date of deployment, including earned wages, overtime wages (if any), leave encashment wherever applicable, and pro-rata bonus for the period of deployment during the relevant accounting year.
3	Payment of Gratuity Act 1972, Gujarat rules 1973	Proof of payment of gratuity to every eligible contractor employee deployed under the contract
4	Undertaking-cum-Declaration for Statutory, Labour Law and Contractual Compliance upon Completion of Contract	Undertaking-cum-Declaration is to be executed on a on-judicial stamp paper and submit along with all relevant records/ registers.

The above list is illustrative in nature and reflects the requirements under the applicable laws, rules, and regulations currently in force/ practice. Any changes arising upon notification and enforcement of the Labour Codes and corresponding Central and State Rules shall be duly evaluated and deemed incorporated to the extent applicable, and the Contractor shall ensure compliance with such revised requirements without requiring any amendment to this Agreement.

All such registers and records shall be maintained in the prescribed formats, kept updated within statutory timelines, and made readily available for inspection by the Company and statutory authorities. The Contractor shall submit copies of relevant records and returns to the Company within the prescribed timelines or as may be required. Compliance under this clause shall form an essential contractual obligation, and any non-compliance shall be treated as a material breach of contract.

3. PAYMENT OF WAGES TO CONTRACT MANPOWER

(a) The Contractor shall ensure that wages to all deployed contract workmen are disbursed within seven (7) days of the close of the wage period or within such shorter period as may be prescribed under applicable law. The Contractor shall submit requisite wage registers, bank transfer proofs, and supporting documents for verification within such timelines as may be stipulated by the Company. In cases of separation, the Contractor shall ensure full and final settlement of all dues payable to the workman within the timelines prescribed under applicable law and, where applicable, not later than two (2) working days from the date of separation.

(b) The wages payable to such workmen shall not be less than the higher of the National Floor Wage or the minimum wages notified by the Government of Gujarat, as applicable.

(c) All wage payments shall be made exclusively through bank transfer or other legally permitted electronic modes; payment in cash shall not be permitted.

(d) No deductions shall be made from wages except those expressly authorised under applicable law.

(e) All wage-related grievances or disputes shall be promptly addressed and resolved by the Contractor, with due intimation to the Company's HR/IR Department.

4. PROVIDENT FUND, ESI AND SOCIAL SECURITY

(a) Provident Fund contributions, both employer's and employee's share, shall be remitted within the statutory due date prescribed under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and any other labour law for the time being in force.

Every eligible international worker must be enrolled under the scheme from the first date of his employment in India. However, A 'detached worker' posted in an establishment in India but contributing to the social security program of the source country in terms of the bilateral Social Security agreement signed between that country and India shall be an 'excluded employee' under these provisions.

(b) ESI contributions, wherever applicable, shall be deposited within the timelines prescribed under the Employees' State Insurance Act, 1948 as applicable, and any other labour law for the time being in force.

(c) Copies of challans, ECRs and contribution statements shall be submitted to HR on or before the date as communicated by the Company time to time.

(d) In cases where ESI is not applicable, the Contractor shall maintain a valid and active Employees' Compensation Insurance Policy at all times.

5. PAYMENT OF COMPENSATION IN CASE OF ACCIDENTAL INJURY

The Contractor shall be solely responsible for payment of compensation in the event of any injury, disablement, or death of any workman arising out of and in the course of employment, in accordance with the provisions of the Employees' Compensation Act, 1923 or any other applicable law. The Contractor shall ensure that all statutory liabilities in this regard are duly discharged within the prescribed timelines.

The Contractor shall obtain and maintain, at all times during the currency of the contract, a valid and adequate Employees' Compensation Insurance Policy covering all workmen deployed under the contract and shall submit a copy of such policy to Gujarat Pipavav Port Limited (GPPL) prior to commencement of work, and thereafter upon each renewal.

In respect of workmen covered under the Employees' State Insurance Act, 1948, the Contractor shall ensure full compliance with the provisions of the said Act, and the liability for medical care and compensation shall be governed accordingly.

The Contractor shall promptly intimate the Company of any such incident and, wherever applicable, submit copies of compensation orders, awards, or settlement documents for records.

6. BONUS, LABOUR WELFARE FUND AND PROFESSIONAL TAX COMPLIANCE

(a) Bonus shall be paid to eligible workmen strictly in accordance with the Payment of Bonus Act, 1965 as applicable, and any other labour law for the time being in force.

(b) The Contractor shall ensure contribution and filing under the Gujarat Labour Welfare Fund Act, 1961, and submit proof of contribution and returns. Contributions shall be remitted within statutory timelines as notified.

(c) The Contractor shall ensure deduction, payment, and filing of Professional Tax in accordance with the Gujarat State Tax on Professions, Trades, Callings and Employments Act, 1976, and submit payment challans and returns as applicable. Payments/returns shall be made within prescribed timelines (presently on or before the 15th of the succeeding month or as notified).

7. PAYMENT OF GRATUITY – CONTRACTOR’S RESPONSIBILITY

(a) The Contractor expressly acknowledges that, for all contract workmen deployed at the Company’s premises, the Contractor shall be regarded as the “Employer” for the purposes of the Payment of Gratuity Act, 1972, and shall be solely responsible for all compliances thereunder.

(b) Gratuity shall be paid by the Contractor to all eligible workmen upon superannuation, retirement, resignation (after completion of continuous service of five years or more), or death or disablement, in strict accordance with the Act and rules made thereunder.

(c) The Contractor shall indemnify and keep the Company fully indemnified against any claim, demand, interest, penalty, cost or litigation arising out of non-payment, delayed payment or short payment of gratuity.

(d) Upon cessation of employment of any contract workman, the Contractor shall submit a written declaration to HR confirming that gratuity, wherever applicable, has been paid or that the workman is not eligible under law.

8. MATERNITY BENEFITS – CONTRACTOR’S RESPONSIBILITY

The Contractor shall be the sole and exclusive employer of all female contract workmen for the purposes of the Maternity Benefit Act, 1961, and shall ensure full and timely compliance thereunder, including payment of maternity benefits and all related statutory entitlements. The Company shall bear no liability whatsoever in this regard. The Contractor shall indemnify and keep the Company fully indemnified against any claim, demand, penalty, interest or proceedings arising out of non-compliance with the said Act.

9. INTER-STATE MIGRANT WORKMEN (ISMW) COMPLIANCE

Where the Contractor engages or deploys inter-state migrant workmen, the Contractor shall ensure full compliance with the provisions of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and rules made thereunder, and/or the Occupational Safety, Health and Working Conditions Code, 2020 (OSHWC Code), as and when brought into force. Such compliance shall include, without limitation, obtaining requisite registrations/licences, maintenance of prescribed records, payment of displacement allowance, journey allowance, wages, and provision of applicable benefits and conditions of service as mandated under law. The Contractor shall be solely responsible for all obligations in this regard and shall submit necessary records and evidence of compliance to the Company regularly.

10. BUILDING AND OTHER CONSTRUCTION WORKERS (BOCW) COMPLIANCE

Where the nature of work falls within the scope of building or construction activities, the Contractor shall ensure strict compliance with the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers’ Welfare Cess Act, 1996, along with rules made thereunder, and/or the applicable provisions of the Occupational Safety, Health and Working Conditions Code, 2020 (OSHWC Code), as and when brought into force. The Contractor shall ensure registration, payment of cess, adherence to safety, health and welfare

requirements, and maintenance of prescribed records, as applicable, and shall furnish proof of such compliance to the Company regularly.

11 WORK PATTERN/ WORKING HOURS/ LIMITATION OF OVERTIME WORK/ LEAVE

(a) The Contractor shall ensure that deployment of workmen complies with applicable laws governing working hours, rest intervals, and overtime, as applicable to the premises (factory or establishment). Work shall not exceed forty-eight (48) hours in a week, with one weekly day of rest, and overtime, wherever permitted, shall be compensated at twice the ordinary rate of wages.

(b) In factory premises, no workman shall be required or allowed to work beyond twelve (12) hours in a day, inclusive of overtime, and the total overtime hours shall not exceed one hundred and twenty-five (125) hours in a quarter or such limits as may be prescribed under applicable law. In shops and establishments, the daily working hours, including overtime, shall not exceed ten and a half (10.5) hours, and the total overtime hours shall not exceed one hundred and forty-four (144) hours in a quarter, or such limits as may be prescribed under applicable law.

(c) Work performed on notified national holidays, namely 26th January, 15th August, and 2nd October, shall be compensated at three (3) times the ordinary rate of wages or in accordance with applicable law, whichever is more beneficial.

(d) The Contractor shall be solely responsible for administering and ensuring compliance with all leave-related provisions applicable to its workmen, including entitlement, accrual, accumulation, carry forward, and grant of leave, in accordance with the provisions of the Factories Act, 1948 or the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019, as applicable, and any other labour law for the time being in force.

12. OTHER REGULATORY CONDITIONS

(a) Employment of persons below eighteen (18) years of age is strictly prohibited.

(b) The Contractor shall comply with all health, safety and welfare provisions under applicable laws.

(c) Statutory abstracts and notices shall be prominently displayed at the work site by the contractor.

(d) Maintenance of discipline and industrial harmony shall be the sole responsibility of the Contractor.

(e) Any labour dispute, claim, or industrial matter arising out of or in connection with the employment of contract workmen deployed under this Agreement shall be the sole responsibility of the Contractor and shall be resolved by the Contractor without any recourse to or liability upon the Company.

(f) The Contractor shall be responsible for ensuring compliance with all statutory welfare requirements in respect of its workmen, including maintenance of adequate hygiene and sanitation standards and implementation of appropriate measures for safeguarding the safety, security, and dignity of all deployed workmen. Without prejudice to the foregoing, where the Contractor deploys female workmen, including during night shifts or extended working hours, the Contractor shall ensure strict adherence to all applicable legal provisions and conditions, including provision/arrangement of requisite security personnel, supervision, and safe and reliable transportation facilities, along with any other measures mandated under applicable laws or by the competent authority from time to time, to the extent such obligations are required to be discharged by the Contractor.

13. LOCAL EMPLOYMENT AND IDENTIFICATION

(a) The Contractor shall strictly comply with all applicable State Government guidelines relating to local employment, as well as all policies, standards, and directions issued by the Company from time to time in this regard.

(b) All contract workmen shall carry valid contractor-issued identity cards.

(c) Upon cessation of employment, No Dues Certificate shall be obtained, and access permissions shall be withdrawn.

14. ENGAGEMENT OF SUB-CONTRACTORS

The Contractor shall not engage or deploy any sub-contractor for execution of the contracted work except where expressly permitted under the terms of the contract. In cases where such sub-contracting is permitted, the Contractor shall obtain prior written approval from the Company and shall submit a duly executed Contractor Indemnity for sub-contracting, in the prescribed format, indemnifying the Company against any liabilities arising out of such engagement.

15. LIABILITY AND INDEMNITY

The Contractor shall be solely responsible and liable for any violation of applicable labour laws and for all claims, penalties, damages or prosecutions arising therefrom. The Company shall have the right to recover any loss suffered due to the Contractor's default. All statutory dues including gratuity, provident fund, ESI, bonus, leave encashment and terminal benefits payable to contract workmen shall be the exclusive liability of the Contractor, and the Company shall not be treated as employer for such purposes, except to the extent expressly mandated by law.

16. PRESENCE DURING INTERNAL/ EXTERNAL AUDIT/ INSPECTION

The Contractor shall ensure the presence of a competent and authorized representative, along with all relevant records and supporting documents, during any internal/external audits, inspections, or statutory proceedings. The Contractor shall be solely responsible for timely and accurate response to any observations, notices, or directions issued by statutory authorities, with prompt intimation to GPPL. All inspection observations shall be complied with and closed within prescribed timelines or such extended timelines as may be obtained from the competent authority.

17. CONTRACTOR COMPLIANCE & INVOICE CLEARANCE

Invoice processing shall be strictly subject to verification of statutory and contractual compliance by the Company. The Contractor shall submit invoices only along with complete and valid supporting compliance documents, duly verified and endorsed by the designated site compliance team.

No HR clearance for payment shall be released unless all mandatory compliance requirements are fulfilled to the satisfaction of the Company. In the event of any non-compliance or deficiency, the Company reserves the right to withhold, reject, or defer invoice payments without any liability. Compliance certification shall be issued only upon full adherence to all applicable statutory and contractual obligations by the contractor.

18. LABOUR CODES – TRANSITION

Upon notification and enforcement of the Code on Wages, 2019; Industrial Relations Code, 2020; Code on Social Security, 2020; and Occupational Safety, Health and Working Conditions Code, 2020, along with corresponding Gujarat Rules, the Contractor shall automatically comply with the same without requiring any amendment to the Agreement.

19. EMPLOYEE WELFARE, DEPLOYMENT AND CONDUCT

The Contractor shall be solely responsible for the welfare, safety, administration, and supervision of all workmen deployed under the contract and shall ensure full compliance with applicable labour laws and Company policies. Without prejudice to the generality of the foregoing:

(a)The Contractor shall provide, at its own cost, adequate and appropriate Personal Protective Equipment (PPE), including but not limited to coveralls, safety shoes, helmets, gloves, and goggles, and shall ensure strict usage thereof during duty hours. Weather-specific protective gear, including rainwear, shall also be provided where required.

(b)The Contractor shall make necessary arrangements for welfare of its workmen, including travel, accommodation, food, medical support, and other facilities, to the extent required to be provided by the Contractor under applicable law.

(c)The Contractor shall ensure safe and compliant transportation of its workmen, and all vehicles used shall adhere to GPPL's applicable safety guidelines.

(d)The Contractor shall assess workplace risks and ensure availability of adequate first-aid facilities, including necessary medicines and trained personnel, in accordance with applicable safety requirements.

(e)The Contractor shall deploy only suitably qualified, trained, and medically fit personnel, selected through appropriate assessment, and shall maintain adequate manpower at all times in line with operational requirements.

(f)Police verification of all deployed personnel shall be completed prior to deployment, and relevant records shall be maintained and produced upon request.

(g)The Contractor shall arrange pre-employment and periodic medical examinations in accordance with applicable laws and GPPL HSE requirements.

(h)The Contractor shall ensure discipline, compliance with Company policies, safety standards, and code of conduct, and shall be responsible for addressing any misconduct by its personnel.

(i)The Contractor shall ensure continuous and adequate deployment of manpower at all times. Any substitution or replacement, for any reason whatsoever, shall be of equivalent qualification and technical competence and shall be deployed only with prior intimation to, and approval from, the Company, wherever required under the terms of the contract.

(j)The Contractor shall remain the sole employer of all deployed personnel and shall be responsible for their supervision and control; however, the Company may issue operational or safety-related instructions in the interest of safe and efficient operations. The Contractor shall comply with any requirement to deploy manpower at designated locations as per service needs.