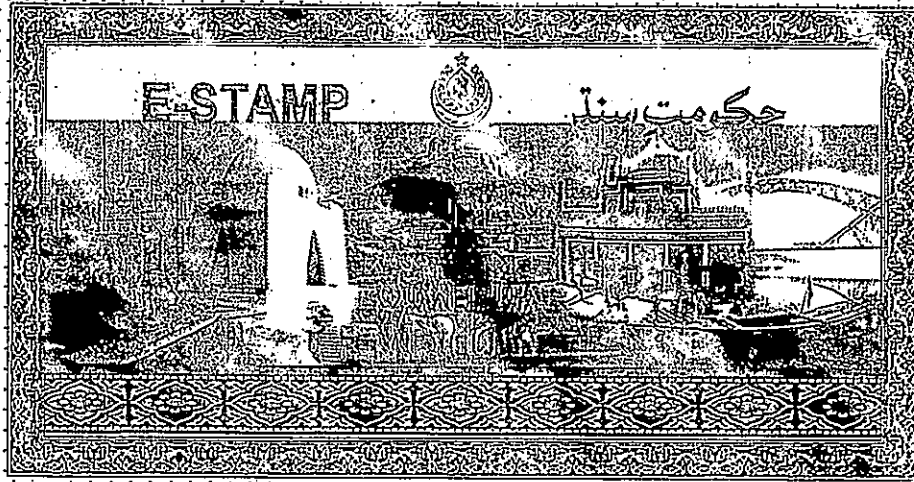


D163578

NAB KARACHI



NBP-0002-2605150019525907

GoS-KHI-BA2D302BF52996C0

Non-Judicial

Rs 74,498/-

Description	: Contract - 15(a)
Principal	: National Accountability Bureau (NAB) {90101065}
Contractor	: The Caretakers Human Resources services (Pvt.) Limited {74703407}
Applicant	: Asif Ghouri {41304-9285376-3}
Stamp Duty Paid by	: The Caretakers Human Resources services (Pvt.) Limited {74703407}
Issue Date	: 15-May-2026, 12:33:08 PM
Paid Through Challan	: 202628667492A7C7
Amount in Words	: Seventy Four Thousand Four Hundred and Ninety Eight Rupees Only

Please Write Below This Line

You can verify your e-Stamp paper by scanning the QR code or online at www.estamps.gos.pk using the 'Verification Through Web' option.**FORM OF CONTRACT**

THIS AGREEMENT is made on the 21st day of May 2026 between "National Accountability Bureau (NAB) Karachi, GPO Building, Main I.I. Chundrigar Road, Karachi" (hereinafter referred to as the Authority) of one part, and "M/s The Caretakers Human Resources Services (Pvt) Ltd." having offices at Plot No.4-C, Tariq Commercial Street No.2, Phase -VII, Ext. DHA, Karachi (hereinafter referred to as the Contractor) of the other part.

WHEREAS the National Accountability Bureau (NAB) Karachi is desirous of availing the services of office boys, gardeners, and janitorial staff of the Contractor as per rates and terms & conditions contained in the letter of acceptance and the Contractor has accepted to provide the said services rates and terms & conditions contained in letter of acceptance / tender documents.

In addition to the above, the Contractor / vendor and the NAB Karachi / Authority also agree to enter into agreement on the following terms and conditions:

WAQAR ALI
Assistant Director (Genl)
National Accountability Bureau
Karachi

HADEEM AHMED SHAIKH
Additional Director (Admin)





E-STAMP

CONTINUATION SHEET

Government of Sindh

GENERAL TERMS

1. The workers as well as the Contractor / vendor shall adhere to all policies and norms specified by the NAB (Karachi).
2. The Contractor / vendor shall certify that the workers provided are not addicted to drugs or alcohol.
3. The Contractor / vendor shall adhere to all applicable laws including the labour laws and any other relevant law.
4. The Contractor / vendor shall ensure to hire qualified staff as per tender document.
5. The Contractor / vendor shall submit the copies of CNIC of the hired employees as well as submission of necessary particulars of workers for security clearance.
6. The NAB (Karachi) at its discretion can increase / decrease the number of workers, on already approved tender rate of payment and on the same terms & conditions. The verbal intimation would be duly followed by written request mentioning therein the circumstances / reasons on next day.
7. Contractor / vendor shall ensure the attendance of workers, strictly in accordance with agreement/Terms and Conditions of tender.
8. In case of absence of any worker, the Contractor / vendor shall be liable to provide the replacement to maintain the required strength at site otherwise the NAB (Karachi) reserves the right to impose the penalty as per agreement / tender document.
9. The Contractor / vendor will provide physically fit, in good health and well-mannered workers and ensure that each worker must have following documents:
 - i. Attested photocopy of NADRA Computerized ID Card.
 - ii. Original Service Card issued by the Contractor.
10. The Contract will be for a period of one year and would be effective from the date of signing of Contract Agreement and can be terminated in accordance with the provisions of tender documents. If the services are satisfactory then the contract can be renewed and would be extendable with same terms and conditions if mutually agreed by both parties.
11. All the payments to the workers shall be made by the contractor himself as per Govt. Laws presently in force or amended in future during the currency of the contract and the NAB (Karachi) shall not be responsible in any way. All applicable Taxes, Government levies and charges including GST, PST shall be borne by the contractor / vendor as per prescribed rates.
12. The NAB (Karachi) shall not be responsible for any loss / damage and / or injury sustained by the workers employed by the contractor / vendor during the performance of the contract.
13. The Contractor would be responsible to cover all financial rates of workers, including payment of salary and compensation to the workers and all type of taxes and levies whether acquired through collective bargaining or otherwise and all the expenditure for providing allied services.
14. Any increase or decrease in any levies or rates imposed by the Government, wages and / or salaries fluctuation in market rates of equipment, materials, etc. during the currency of this agreement shall be on the Contractor / Vendor's account and no claims for such increase shall be entertained by the NAB (Karachi).
15. Any taxes / duties already in place or levied by the Government during the currency of the agreement will be on Contractor / Vendor's account and no claim shall be entertained by the NAB (Karachi). If during the subsistence of this agreement or any renewal thereof any excess, tax charges or surcharge is levied in respect of the services which are subject

MADEEM AHMED SHAIKH
Additional Director (Admin)


WAQAR ALI
Assistant Director (Gen)
National Accountability Bureau
Karachi



of this agreement, by the Federal, Provincial or Local Government, such excess, tax charges or surcharge, as the case may be, shall be payable by the Contractor / Vendor.

16. The Contractor / Vendor's will keep the NAB (Karachi) free of any liability for the cause of compensation / legal course, if any employee of the firm claims in case of their injury, death etc.

17. Any claims of injuries, loss of limb or life of labour and other workers engaged / employed by the Contractor / Vendor for operations under this agreement or work connected directly or indirectly with the agreement shall be settled and paid by the Contractor / Vendor. The NAB (Karachi) shall in no way be responsible for any compensation in this regard.

18. The NAB (Karachi) reserves the right to terminate the contract any time in accordance with terms specified in the bidding document.

19. The NAB (Karachi) shall make the payment to the Contractor / Vendor on monthly basis upon submission of bill. Invoice shall be supported by attendance sheet, showing name of the workers, duly countersigned by Assistant Director / Deputy Director (General), NAB (Karachi).

20. The Contractor / Vendor shall be responsible to complete all documentation, if notified from time to time.

21. All workers will be employees of the vendor and will have no claim of employment of any nature before the procuring agency.

LIAISON

22. The firm shall appoint one / two liaison officers / focal persons to oversee staff performance and coordinate with the designated representative / Assistant Director / Deputy Director (General), NAB (Karachi).

23. Regular inspections will be conducted by the General Section, Admin Wing to ensure service quality.

PENALTIES

24. In case of non-placement of required number of workers, the NAB (Karachi) has right to deduct the amount of actual wage of the absent workers for each absence from the monthly bill of Contractor / Vendor.

25. Besides penalty, the NAB (Karachi) can take any appropriate action, which may include the Suspension / Blacklisting of the contractor in accordance with the rules / law on account of loss due to negligence of employee of Contractor/Vendor or otherwise.

26. In case of any theft / damage caused by the contractor staff at premises of NAB (Karachi), the Contractor / Vendor will be held responsible to pay the entire losses to the NAB (Karachi).

27. In case of absence of any worker from his place of duty more than three days in a month, the NAB (Karachi) reserves the right to deduct the whole or partial salary in respect of such worker in addition to other penalty as deem appropriate.

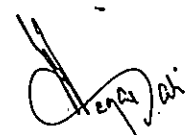
INDEMNITY

28. The Contractor shall indemnify, defend and keep indemnified the National Accountability Bureau (NAB), its officers, officials, representatives and employees against any and all losses, claims, demands, proceedings, damages, penalties, liabilities, costs and expenses, including legal expenses, arising directly or indirectly out of or in connection with:

(a) Breach of any term of this Agreement by the Contractor;

(b) Negligence, misconduct, fraud or omission of the Contractor or its deployed personnel;

 **NADEEM AHMED SHAIKH**
Additional Director (Admin)


WAQAR ALI
Assistant Director (Gen)
National Accountability Bur
Karachi



(c) Any labour dispute, employment claim, wage claim, compensation claim or industrial claim raised by personnel deployed under this Agreement;

(d) Injury, death or disability of deployed personnel during course of employment;

(e) Failure to comply with tax, EOBI, social security or any other statutory obligations; and

(f) Any act or omission causing financial loss, reputational harm or operational disruption to NAB.

GOVERNING LAW AND JURISDICTION

29. This Agreement shall be governed, construed and enforced in accordance with the laws of the Islamic Republic of Pakistan. Subject to any dispute resolution mechanism mutually agreed between the parties and permissible under applicable law, the competent Courts at Karachi shall have exclusive territorial jurisdiction in respect of all matters arising out of or connected with this Agreement.

NOW THIS AGREEMENT WITNESSES

1. In this contract agreement words and expressions shall have the same meaning as are respectively assigned to them in the Conditions of Contract hereinafter referred to.

2. The following documents shall be deemed to form and be read and construed as part of this contract agreement, viz:

- a) Contract agreement
- b) The Letter of Acceptance
- c) Tender documents
- d) The signed bids

3. The aforesaid documents shall be taken as complementary and mutually explanatory of one another, but in the case of ambiguities or discrepancies shall take precedence in the order set out above.

4. In consideration of the payment to be made by the Authority to the Contractor as herein after mentioned, the Contractor hereby covenants with the NAB (Karachi) to provide the services of office boys, gardeners and janitorial staff in conformity in all respects with the provision of the Contract.

5. The NAB (Karachi) hereby covenants to pay to the Contractor / vendor in consideration of the services the amount due in accordance with the provisions of the contract.

6. In witness whereof, the parties here to have caused their respective Common Seals to be here unto affixed (or have hereunto set their respective hands and seals) the day and year first above written.

Sign & Seal on behalf of Vendor:

Name: Ayaz Peer Mohammad

Designation: CEO

Date: May 2026



Witness (Vendor)

Name: Muhammad Ali

Designation: Director

Date: May 2026

Sign & Seal on behalf of Procuring Agency:

Name: Nadeem Ahmed Sheikh

Designation: Additional Director (Admn)

Date: May 2026

NADEEM AHMED SHAIKH
Additional Director (Admn)

Witness (Procuring Agency)

Name: Waqar Ali

Designation: Asstt. Dir (Gen)

Date: May 2026

WAQAR ALI
Assistant Director (Gen)
National Accountability Bureau
Karachi

Waqar Ali
21.5.26