Emirates LEISURE RETAIL

This Employment Contract is made on 3rd of May 2011 and is effective from [TBC] the start date, between

	urates Leisure Retail LLC, of PO Box 122199 Dubai, United Ara "Company"); and	ab Emirates (hereinaiter referred to as
B)		(hereinafter referred to as
V 4.7 200	"Employee").	
1. Reci	als	
Employe	deration of the covenants and agreements herein contained, the and the Employee is willing to be employed by the Company on the Contract. Now, the parties hereby agree as follows:	
2. Empl	yee Particulars	
Nationa	ity:	/
Date of	3irth:	
Place o	Birth:	
3. Empl	yment	
A)	The Company hereby employs, engages and hires the Employee structure and staff grading system as a Service Attendant and such hiring, engagement and employment subject to the general sadvice and direction of the Company.	the Employee accepts and agrees to
B)	The Employee shall perform such services within the scope of the shall also render such other additional services and duties as mattime as requested by the Company.	e position and the job description and ay be assigned to him/her from time to
4. Dutle	of the Employee to the Company	
experier	ployee agrees that he/she will at all times faithfully, industrious to and talents perform all of the duties that may be required of an owner Contract to the reasonable satisfaction of the Company.	
5. Place	of Work	
The place	of work will be United Arab Emirates (UAE) and this is where the	Employee will be based.
of the w Employe	pany has other work places in the member states of the Gulf Coop orld. The Employee hereby agrees that the Company, in light of the to work in any of these countries and that the Company may in policy and procedure.	f its business needs, may require the

6. Term of Employment

The term of this Employment Contract shall be a period of three (3) years commencing from the Start Date, subject however to possible prior termination as provided in this Employment Contract and the provisions of the UAE laws. At the expiration date, this Employment Contract shall be considered renewed for another period of three (3) years provided that neither party does not submit a written notice of its desire not to renew it, not less than two (2) months before its expiry.

The effective date of this Employment Contract shall be the date first set forth above, however all and any entitlements of the Employee shall be calculated and commence from the Start Date.

7. Probationary Period

The first 6 months of the Employee's employment with the Company will be a probationary period. During this period, the Company may terminate employment of the Employee without notice and without payment of end of service gratuity or any compensatory benefits.

8. Company Sponsorship

The Company will apply to sponsor the Employee for his/her employment visa in the United Arab Emirates. Employment of the Employee is dependant on the successful completion of the sponsorship application process, which includes satisfactory medical clearance. The Company reserves the right to terminate this Employment Contract without any liability toward the Employee should there be any problems with the medical and/or sponsorship application process.

The Employee will be required to provide the Company with the following documents to process the employment visa:

- a) Employment Contract duly signed.
- b) Copy of the Employee's passport with 6 months minimum validity.
- c) Copy of relevant Professional Qualification certificate
- d) Reference letters (when requested by the Company)
- e) 20 Coloured photos on white background of size 3 cms x 4 cms.

9. Obligations of the Employee

Unless specified otherwise in this Employment Contract, the disciplinary and grievance procedures, and other general terms and conditions of employment as detailed in the Company Policy, will apply to the Employee.

The Company's policies and procedures are available on request from the HR Department. On signing this Employment Contract, the Employee acknowledges that it is his/her responsibility to read, understand and abide by the Company's policy and procedures, and also to be bound by them for the purposes of fulfilling his/her employment contract.

10. Salary & Allowances

a) Basic Salary

The Basic Salary will be UAE Dirhams 2,500-/ per month.

On the Start Date, or no later than 30 days from the Start Date, the Employee must provide the Company with details of nis/her bank account in the UAE that the Employee wishes the salary and any payments by the Company to be paid into. Salary will be paid into this bank account at the end of each month.

b) Accommodation

The Company will provide the Employee with shared accommodation, with other employees. When employment of the Employee with the Company ends, for whatever reason, the Employee must vacate the Company's accommodation immediately. The Company shall have the right to deduct from the Employee's final settlement any portion for overstaying in the Company's accommodation. If the Company cannot provide the Employee with accommodation, the Company will pay to the Employee an Accommodation Allowance of *UAE Dirhams 600* per month.

c) Transport

The Company will arrange for necessary transport between accommodation and the workplace of the Employee, at the beginning and end of the working duty. If the Company cannot provide the Employee with transport, the Company will pay to the Employee a Transport Allowance of *UAE Dirhams* 300 per month.

d) Air Ticket

The Company will pay for one return economy flight ticket between the UAE and the Employee's hometown [Ukraine] once in every two years. The Company will purchase this flight ticket after the Company approving the dates of the annual leave and the Employee is travelling. If the Employee does not use this flight ticket, the Employee will <u>not</u> be entitled to a cash payment instead. Please refer to the LTA policy available from HR for more information.

11. Working Hours

The daily working hours are 9 hours per day with total working hours of 48 hours per week.

Due to the nature of the Company's business, the Employee will be required to work on a rotating shift basis which will determine the working pattern in terms of working days and days off. The Company will provide the Employee with details of the shift rota one week in advance.

The Company may at its sole discretion change the working hours or shift of the Employee as necessary, in light of its business needs and the requirements of the outlet in which the Employee works.

12. Annual Leave

On successful completion of the probationary period, the Employee will be entitled to 26 working days paid leave a year.

The Employee hereby agrees to take annual leave or other leave entitlements at a time or times convenient to the Company. The Company may inform the Employee when he/she may take annual leave in line with its business needs.

The annual leave year will be based on the Employee's Start Date. The Employee must use his/her annual leave entitlement before the end of his/her leave year. The maximum number of days carried forward from any year to the following year will be 5 days. Any unused leave in excess of 5 days will be lost.

The Employee will be entitled to all days declared by the local authorities as public holidays for the private sector in the United Arab Emirates. In the event that the Employee is required to work on these days, the Company shall give the Employee other days in lieu of such days at another time. This must be taken at a time convenient to the Company and be used within one month from the day the holiday is declared in the United Arab Emirates. Any unused holidays within this period will be lost.

13. Sick Leave

On successful completion of the probationary period, the Employee will be eligible for paid sick leave (provided a doctor's certificate is provided to the Company) as follows:

- a) The first 15 days with full pay.
- b) The following 30 days with half pay.
- Any subsequent periods without pay.

The total sick leave should not exceed 90 days during one year, irrespective of whether it is divided or continuous.

The Employee must follow the Company's sickness policy and provide medical certificates in line with the requirements of that policy. The Company also reserves the right to ask the Employee to have a medical examination by a medical practitioner of its choice. If the Employee does not undergo this examination, the Employee may not be paid the sick pay and the Company may take appropriate disciplinary action against the Employee.

14. Healthcare

The Company will provide the Employee with a Company appointed medical insurance scheme, which will provide medical cover within limits and regulations outlined in the Company policy and in accordance with the procedures defined by the insurer.

The Employee must read and understand the policy and guidelines related for more information.

Compensation for work related illness, injuries or death will be administered in accordance with the insurer and the laws of the United Arab Emirates.

15. Termination of Employment

The Company may terminate this Employment Contract without notice and payment of end of service gratuity for any of the reasons set out in Article 120 of the Labour Law. Further, the Company may terminate this Employment Contract without notice for reasons set out in Article 88 of the Labour Law. The Company's Disciplinary Procedure details other circumstances that may lead to immediate termination without pay.

At the end of the Employee's employment, the Employee will receive the outstanding dues computed in accordance with the provisions of this Employment Contract and the Company's Policy. The Employee's final settlement will be subject to deduction of any outstanding amounts due to the Company by the Employee and retention of UAE Dirhams 250/-, which will be forwarded to the Employee after 2 months, less any items payable by the Employee which may come to light after the Employee's departure.

If the Employee wishes to terminate the Employment Contract sooner than its end date, then the following shall apply:

- The Employee will have to compensate and pay to the Company a sum equal to 45 days of the basic salary.
- The Employee will be responsible for his/her own repatriation.
- No end of service gratuity will be paid.

16. Confidentiality

The Employee shall not at any time or in any manner during or after expiry or termination of his/her services with the Company, either directly or indirectly, divulge, disclose or communicate, other than for the benefit of the Company or for normal business practice, to any person, firm, corporate or other party in any manner whatsoever any information concerning any matters affecting or relating to the business of the Company.

This includes but is not limited to any of its customers, agents or otherwise the prices it obtains or has obtained for the sale of, or at which it sells or has sold, its products or any other information concerning the business of the Company, its manner of operation, its plans, processes, or other data without regard to whether all of the above stated matters will be deemed confidential, material or important, the Company and the Employee specifically and expressly stipulated that as between them, such matters as important, material and confidential and gravely affect the effective and successful conduct of the business of the Company, and the Company's good will, and any breach of the terms of this Article shall be a material breach of this Employment Contract.

17. Non-Competition

The Employee hereby undertakes and agrees that upon expiry or termination of this Employment Contract for whatever reason, the Employee shall not work for, engage, directly or indirectly or through any corporation or association in any business, enterprise or employment which solicits business, performs services or delivers goods that are competitive to those of the Company in the United Arab Emirates for one year from the last working date of his/her employment with the Company. The Company and the Employee agree that this covenant is fair and reasonable; however in the event that a court should decline to enforce these provisions, the Employee and the Company agree that the provisions should be modified to restrict the Employee's competition with the Company to the maximum extent enforceable, but in no event with the covenants be interpreted as more restrictive to the Employee.

18. Possession

The Employee agrees that upon request by the Company, and upon termination of the Employee's employment for whatever reason, the Employee shall then return to the Company all documents, papers or other materials in the Employee's possession or under the Employee's control, together with all documents, notes or the Employee's work products which are connected with or derived from the Employee's services to the Company and all copies obtained from the Company shall be either returned to the Company or as appropriate permanently destroyed. Upon termination of the Employee's employment with the Company, the Employee agrees to return to the Company any computer, software, mobile phones or others that are in his/her possession and are used for the business of the Company.

19. Islamic Traditions & Country Laws

At all times, the Employee must respect Islamic religion and the laws in force within the United Arab Emirates, as well as its customs and traditions. In addition, the Employee must always refrain from engaging in any activity which is detrimental to the reputation and security of the United Arab Emirates.

20. Governing Law

This Employment Contract is made in Dubal, United Arab Emirates, and shall be subject to, construed and interpreted in accordance with the laws in force in the United Arab Emirates.

IN WITNESS WHEREOF this Employment Contract has been signed by the two parties hereto on the day and year first above written.

SIGNED:	SIGNED:
MA. KATRINA NUEVA RECRUITMENT AND TALENT MANAGER	NAME OF EMPLOYEE
For and on behalf of the Company	by the Employee
DATE 3- way - 2015	DATE