# TEAM PRINTERS SDN. BHD.

Reg No : 198101007774 (73890-T)

Date :

## EMPLOYMENT CONTRACT

This Employment Contract is made an entered into on this day _____ month of _____ 2022 by and between **TEAM PRINTERS SDN.BHD** (herein after called the EMPLOYER) represented by the contract by **THANT SHINN KYEI SIN SERVICES CO., LTD.** a license recruiting agency which shall be joint and severally responsible for Compliance herewith, Employee Tin Win Hlaing of Passport No. ME 570086
Both of whom bind themselves to the following terms and conditions:-

Basic terms of contract: -

1. **Employee's job title or position** : Factory Worker

2. **Basic monthly salary**: RM57.69×26days (8 hours) = RM 1500.00
   Allowance:
   a) Attendance : = RM -
   b) Food : = RM -
   c) Transport : = RM -
   d) Night Shift : = RM -
   e) Overtime : (RM 10.82/hour×26days[3hour] = RM 843.96
   (According to Malaysian Labour Law)
   **Total** = **RM2343.96**

3. **Duration of Contract** : 3 Years

4. **Travelling Expenses:**
   The travelling expenses from Yangon, Myanmar to Kuala Lumpur International Airport shall be borne by the Employee and the expenses of the air passage from Kuala Lumpur International Airport to Yangon, Myanmar shall be borne by the Employer upon completion of working contract.

5. **Accommodation:**
   The Employer shall provide the Worker decent accommodation with basic amenities that meets the stipulated minimum standards on safety and health.

   The Employer upon approval by the Director General of Labour of Malaysia is allowed to impose a wage deduction of RM 50 per month or any approved amount for the purpose of providing such accommodation as stipulated under Section 24(4)(e) of The Employment Act 1955 of Malaysia.

6. **Food:** The employee shall be responsible for his own food, drinks and clothing's.

NOTARY PUBLIC TAN SEOK KETT KUALA LUMPUR, MALAYSIA

TEAM PRINTERS SDN. BHD. (73890-T)

2614, Jalan Perusahaan Baru 1, Kawasan Perusahaan Prai, 13600 Seberang Perai Tengah, Pulau Pinang, Malaysia.
Tel : 604-384 0300 Fax : 604-384 0301

7. **Working Days and Working Hours:** 8hrs/day and 6 days per week.

8. **Overtime:** According to Malaysia Labour Law.

9. **Annual leave, Sick leave and Public Holidays:**

In accordance with Malaysian Labour Laws:

Annual leave of 8 days for the first two years of service; for period of service between two years to five years the employee would qualify for 12 days of leave; and for services of more than five years the employee qualifies for 16 days of leave

Sick leave (without hospitalisation):

14days for each year of service, for service less than two years, and 18 days for services of two years to five years and 22 days annually for services exceeding five years.

And in cases of hospitalisation, the employee qualifies for 60 days leave in each calendar year.

The employee shall be entitled to be paid holiday for a total of 11 Public holidays in any one year of service that must include the following four days:

1. the National day
2. the birthday of the Yang di-Pertuan Agong
3. the birthday of the Ruler of the State as the case may be and / or the Federal Territory Day where the employee is working in such an area.
4. Labour day
5. and another more days from: -

| | |
|---|---|
| Chinese New Year | - 2 days |
| Hari Raya Puasa | - 2 days |
| Hari Raya Haji | - 1 day |
| Deepawali | - 1 day |
| Christmas day | - 1 day |

In the event the Worker, upon the request by the Employer, agrees to work on such public holiday, the Worker shall be paid in accordance with the labour laws in Malaysia.

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TEAM PRINTERS SDN. BHD. (73890-T)

**10. Medical Treatment:**
The employer shall bear the cost of employees' medical treatment.

**11. Yearly Medical :**
Yearly medical examination will be arranged as required by the Immigration Department of Malaysia and cost incurrent will be borne by Employer.

**12. Insurance:**
The Worker may be insured under the current Foreign Workmen Compensation (Insurance) Scheme (FWCS) under the Workmen's Compensation Act 1952 [Act 273] of Malaysia and if applicable, the Foreign Workers Health Insurance Scheme (SPIKPA) or any other insurance scheme as may be adopted by the Government of Malaysia.

**13. Deceased:**
In the event of any employee dies in the cause of his employment the employer shall be responsible to arrange for the body of deceased to the repatriated to his next of kin in Myanmar and necessary repatriated expenses shall be borne by the employer.

**14. Government Levy:**
Company shall advance the government levy as per the rules and regulations of the Government of Malaysia.

**15. Age:** 18 to 35 years and practically and mentally healthy.

**16. Restriction:**
a. That the Employee shall not marry with any Malaysia and shall not participate in any political activities of those connected with Trade Union in Malaysia.
b. That the Employee shall not change his employment during the contract period and shall not carry or do business without the written permission from the Employer.
c. That if the Employee is found creating social problems and or engaged in any illegal subversive or criminal activities, then he dismissed with immediate effect and will be repatriated to Myanmar on his own expenses.
d. Any employee shall not organise, participate or be involved in any kind of industrial action during his term of employment.

**17. Termination of Service:**
The employer reserves the right to terminate this agreement by serving one month notice to the employee on the accrue of any of the following events and such notice of termination must be attested by the High Commission of Myanmar. The return air-ticket will be fully borne by the employee.

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(i) That if the employee breaches any of the restrictions in Clause 17 above or is convicted of any offence under any of the laws of Malaysia.

(ii) That if the employee's Work Permit is withdrawn by the Malaysian authorities for any reason whatsoever.

(iii) That if the employee is absent from work for more than two (2) consecutive working days without a reasonable cause or leave.

(iv) That is the Employee is discovered to be under-aged on first appointment entry.

(v) That if a medical doctor certifies the Employee medically unfit for employment.

**18. Other terms and conditions:**

The Employer shall the basic salary of due months, if any workers are repatriated before completing the contract period, for whatsoever reason.

Other terms and conditions favourable to the employer and employee not covered herein and which are provided by the laws of the country of employment shall apply and shall be the part of the contract.

**19. Certification:**

The Employer and the Employee shall read and fully understand this agreement and certify that the terms and conditions together with the application .Constitute their entire agreement or understand that aside from this contract shall be considered null and void.

In witness where of the parties have here unto voluntarily signed their respective names below on this _____ date of _____ 2022 at Yangon, Myanmar.

NOTARY PUBLIC TAN SEOK KETT

.....
Signature of employer

.....
Signature of employee

**Name :** LOW HEE CHUNG
**Designation :** Finance Director
**NRIC No :** 730110-08-6357

**Name:** Tin Win Hlaing
**Passport No :** ME 570086

**Chop:** TEAM PRINTERS SDN. BHD. (73890-T) 2814, JALAN PERUSAHAAN BARU 1, KAWASAN PERUSAHAAN PRAI, 13600 SEBERANG PERAI TENGAH, PULAU PINANG, MALAYSIA.

Daw Khine Zar Lwin
(Managing Director)
HANT SHINN KYEI SIN SERVICES CO., LTD.