

KERALA CO-OPERATIVE MILK MARKETING FEDERATION LTD. MILMA BHAVAN, PATTOM PALACE P.O, THIRUVANANTHAPURAM

TENDER REF No. PER/06/98/2022-23

TENDER DOCUMENT FOR LABOUR CONTRACT CLEANING, SANITATION & VARIOUS ALLIED WORKS AT KCMMF Ltd, HEAD OFFICE THROUGH "PIECE RATE PRINCIPAL TO PRINCIPAL INDEPENDENT LABOUR CONTRACT" BASIS

2022-23





1	Registered name of bidder		
2	Address	Office Addr	ess:
3	Telephone	Land Phone Mobile E mail Fax	:





Kerala Co-operative Milk Marketing Federation Limited

Milma Bhavan, Pattom Palace (PO), Thiruvananthapuram-04, Kerala Ph: 0471 – 2786428,406 www.milma.com; E-mail: hr@milma.com

E-TENDER NOTICE

- Kerala Co-Operative Milk Marketing Federation Ltd. (KCMMF Ltd.) invites competitive offers from reputed and licensed service providers for undertaking the Labour Contract for Cleaning, Sanitation and various allied works at Head Office through "piece rate principal to principal independent labour contract". The personnel provided for the work should be well-trained and experienced for carrying out cleaning duties. The contract will be for a period with effect from 00.00 hrs. of 01.04.2022 till 24.00 hrs of 31.03.2023 which may be extended to another one year as per the terms and conditions attached with this notification. Interested eligible Bidders may obtain further information from the Head Office of the Kerala Co-operative Milk Marketing Federation Ltd, Pattom Palace (PO), Thiruvananthapuram.
- 2. The bid shall be submitted in two cover system consisting of technical bid and price bid. The price bid of those who qualify in the technical bid only will be opened.
- 3. Detailed terms and conditions are contained in the bidding document of the above work which is uploaded in the Kerala Government e-portal <u>www.etenders.kerala.gov.in</u>
 - a. Tender reference No : No. PER/06/98/2022-23b. Estimated cost : Rs. 4.0 Lakhs for 12 months
 - c. Tender download : Can be downloaded from the Website www.etenders.kerala.gov.in
 - d. EMD

f.

h.

- : Rs.4,000 (Four Thousand only)
- e. Cost of tender form : Rs.1,180.00 (Inclusive of GST)

Documents publish date

- : 17.01.2022, 03.00 pm.
- g. Bid submission closing date: 31.01.2022, 05.00 pm.
 - Bid opening : 02.02.2022, 11.00 am.
- i. Bid validity

- . 02.02.2022, 11.00 am.
- : 105 days from 02.02.2022

DATE: 15.01.2022



Sd/-

MANAGING DIRECTOR



Kerala Co-operative Milk Marketing Federation Limited

Milma Bhavan, Pattom Palace (PO), Thiruvananthapuram-04, Kerala Ph: 0471 – 2786428,406 www.milma.com; E-mail: hr@milma.com

TERMS AND CONDITIONS OF CONTRACT FOR SERVICE PROVIDERS

1. Eligibility and qualification requirements.

- 1.1 To be eligible for the award of Contract, bidders shall provide satisfactory evidence to the Kerala Co-operative Milk Marketing Federation Ltd regarding their eligibility, capacity and adequacy of resources to carry out the Contract effectively. To this end, all bids submitted shall include the following information.
 - A. Copies of original document defining the constitution or legal status
 - **B.** Place of registration and principal place of business of the company or firm or partnership or if a joint venture, of each party there to constituting the bidder.
- 1.2 For the purpose of this particular contract, bidder should meet the following qualifying criteria as minimum
 - a. The bidder should have experience of minimum two years in independent labour contract on piece rate contract preferably in office sectors in the relevant area.
 - b. The bidder should have a valid GST registration.
 - c. The bidder should have the necessary license from the competent authority (District Labour Officer-Enforcement) under the Contract Labour (Regulation and Abolition) Act 1970 to provide services of workmen for carrying out labour contract on piece rate basis. If the bidder does not have labour License/ Registration consequent to disqualification on account of his number of employees being less than the minimum number prescribed as per contract labour Act, then the bidder should submit an affidavit in this regard on stamp paper worth Rs. 200/-.

2. Scope of work

- (i) Cleaning, sanitation & allied works at Head Office.
- (ii) Other general cleaning & allied jobs specifically mentioned in the tender.

2.1. General:

The work should be carried out in consultation with the concerned section officer at Head Office and should be strictly carried out as per his / her



instruction. Contractor shall provide sufficient work force to carry out the work satisfactorily with the minimum manpower as per the requirements in the nature of semiskilled / unskilled workers for the execution of the work under the contract and shall take all safety precautions and follow the safety regulations of KCMMF.

2.2. Details of work:

For the purpose of maintaining Head Office and the premises clean and tidy always in all respects, KCMMF Limited, intends to get the related operations carried out on contract basis through a Principal to Principal Independent Labour Contractor having experienced personnel in this line. The cleaning contract operations will be conducted by engaging minimum two personnel on all days irrespective of Government holidays except holidays declared by KCMMF during 6 AM to 6 PM duration & bank duties on working days during 11 AM to 3 PM duration including delivery & posting of letters and as per necessity.

2.2.1. The Areas of Cleaning & Sanitation will be as follows:

- (a) First Floor Office of the section heads positioned in the floor, departments, Record Room, Canteen & premises.
- (b)Second Floor Office Entrance, Reception, offices of the section heads positioned in the floor, Finance Department & premises.
- (c) Third Floor Offices of the Chairman, Managing Director and section heads positioned in the floor, Board Room & premises
- (d) Fourth Floor Terrace area, Incinerator area etc.
- (e)Ground Floor Drivers cabin / Rest Room, DG Set Room, Panel Board Room, Stores, Vehicle shelters & premises.

(f) Staircases.

- (g) Main Entrance of Milma Bhavan including the area of Statute shelter
- (h)All Toilets within the campus.
- (i) Campus includes Roads within the campus, pathways, approach roads, hard park area etc.
- (j) Bio gas Plant area, Biogas Plant includes feeding of material & allied works and disposal of slurry.
- (k) Cleaning of the glass panels, Electronic gadgets and table tops.
- (I) Water Tank cleaning both Over Head & Sump Tank cleaning, back washing of water filters.
- (m) Drinking water coolers both inner & outside.
- (n) Outer wall of the premises and building including compound wall.
- (o)Gutters, wastewater trap & Drainage cleaning within the campus.
- (p)Cutting, removal & disposal of vegetation growth within the campus.
- (q)Burning of paper waste in incinerator.
- (r) Cleaning of ceiling fans and fluorescent lamp frames



(s) Watering of indoor and outdoor plants

2.3. Periodicity of Cleaning

- 2.3.1.All the rooms, corridors, staircases in the above mentioned buildings should be cleaned daily. The cleaning includes cleaning of floor, roof, walls, windows, furniture, telephone, P C, printer etc.
- **2.3.2.** All blocks inside the campus, Officers cabins, vehicle-shelters, security cabins etc. should be swept daily.
- 2.3.3. Main Entrance of Milma Bhavan including the area of Statute shelter on daily basis.
- 2.3.4. Cleaning and disinfecting of all the toilets inside the campus on daily basis.
- 2.3.5. Canteen & its surrounding area shall be cleaned on a daily basis.
- 2.3.6. Rest room & associated toilets should be cleaned on daily basis.
- **2.3.7.**Cleaning of drains, wash basins, gutters, and all wastewater traps / filters in and around the building on daily basis.
- 2.3.8.Biogas Plant includes feeding of material & allied works, disposal of slurry to be done on a daily basis.
- 2.3.9. Cleaning of this area and Cobwebs in this area to be cleared once in a week.
- **2.3.10.** The light fittings & fans in the above areas shall be cleaned once in a month.
- 2.3.11. Sweeping of Roads within the campus, pathways, approach roads, hard park area, Interlock tiled area, Vehicles Parking area etc, and disposal of waste to be done daily and should be free from vegetation. This includes scrubbing of cemented area and vertical sides of the walls to avoid moss formation.
- **2.3.12.** Cleaning of all the outer wall of the building including compound wall once in a month.
- **2.3.13.** Removal of vegetative growth in and around the building, Open well area etc once in a month.
- 2.3.14. Cleaning of Rooftop of all buildings, parapets on monthly basis.
- 2.3.15. Cleaning of water tanks once in three months.
- 2.3.16. Cleaning of the glass panels once in a month.
- 2.3.17. Cleaning of Board Room should be swept once in a week, chairs, table, fans, lights and fittings, roofs etc to be cleaned thoroughly once in a week and prior and after meetings as and when necessary.
- 2.3.18. Cleaning of Drinking water coolers both inner & outside on a daily basis.

A check list for the cleaning activities shall be maintained at the locations as directed by the officer concerned.

3. Independent Contractor Relationship and Status

3.1. The Independent Contractor shall perform the Services under this Contract solely as an Independent Contractor and shall recognize that this Contract does not create any actual or apparent agency, partnership, franchise, or relationship of employer and employee between the Contractor and KCMMF Ltd. The Independent



any agreement, and the Independent Contractor shall not represent itself as the agent or legal representative of KCMMF Ltd.

- 3.2. The Independent Contractor shall have the right to control and supervise the performance of the services provided under this contract.
- 3.3. The Independent Contractor shall not be entitled to participate in any of the benefits provided by KCMMF Ltd, including without limitation any health or retirement plans. The Independent Contractor shall not be entitled to any remuneration, benefits, or expenses other than as specifically provided for under the terms of this Contract.
- 3.4. KCMMF Ltd shall not be liable for taxes, Worker's Compensation, ESI, EPF etc for the services provided by the Independent Contractor or for withholding for or on behalf of the Independent Contractor any amount payable to any other person consulted or employed by the Independent Contractor in performing Services under this Contract. All such costs shall be the Independent Contractor's responsibility.
- 3.5. The Independent contractor shall indemnify KCMMF Ltd against all claims which may arise under the under noted Acts.
 - a. The Minimum Wages Act, 1948.
 - b. The Workman's Compensation Act, 1923.
 - c. The Payment of wages Act, 1963.
 - d. The Payment of Bonus Act, 1965.
 - e. The Contract Labour (Regulation & Abolition) Act, 1970 and the rules framed there under.
 - f. E.S.I Act 1948.
 - g. Inter-State Migrant (Regulation of Employment and Condition of Service) Act. 1979.
 - h. The Employees Provident Fund and Miscellaneous Provisions Act, 1952.

AND

Any other Acts or Statute not here in above specifically mentioned having bearing over engagement of workers directly or indirectly for execution of work.

3.6. Any amount payable to KCMMF Ltd arising out of this contract will be recoverable from the amounts payable to the contractor by KCMMF Ltd.

4. Other Terms and Conditions

- 4.1. This contract does not entitle the Contractor or his employees for a claim of any type of permanent job in this Organization. Neither the Contractor nor the employees of the Contractor shall have no right for regular employment in KCMMF Ltd and there shall be no employer-employee relationship between KCMMF Ltd and the Contractor / Contractor's employees.
- 4.2. The workers employed for the purpose shall be the workmen of the contractor for the purpose of determining employer /employee



relationship under any labour legislation applicable to the contract workmen.

- 4.3. Contractor shall fulfil the requirements of laws regarding the employment of the workmen engaged for the purpose.
- 4.4. The Contractor shall have the right to control and supervise the performance of the services provided under this contract.
- 4.5. The details of the employees engaged by the contractor for the works should be submitted by the contractor and shall produce a Medical fitness certificate by a Registered Medical Practitioner as required. The employees engaged must be vaccinated and must follow the Covid 19 precautionary measures and other protocols as declared by the Government/concerned department from time to time.
- 4.6. The contractor's staff should wear the prescribed uniforms issued by the contractor and follow hygienic practices. The rate quoted shall be inclusive of all expenses relating to his employees, such as uniforms, washing charges etc. Employees of the contractor shall wear protective measures which have to be provided by the Contractor.
- 4.7. KCMMF Ltd shall not be liable for taxes, Worker's Compensation, ESI, EPF etc for the services provided by the Independent Contractor or for withholding for or on behalf of the Independent Contractor any amount payable to any other person consulted or employed by the Contractor in performing Services under this Contract. All such costs shall be the Independent Contractor's responsibility.
- 4.8. The contractor shall have registration under ESI / EPF Act. He shall remit the contributions of his employees and only after submitting the proof, the bill will be passed. If the contractor is not having the required minimum employees for the registration under ESI / EPF Act, he shall submit an affidavit in the stamp paper worth Rs.200/- on award of contract in the specified format. In addition, he shall submit the copy of workmen compensatory policy in the name of his employees whom he engages for carrying out the said works under the contract inclusive of leave/off reliever from a Nationalized Insurance company.
- 4.9. The wages paid by the Independent Labour Contractor to his / her employees should be in accordance with the Agricultural Operations and Dairy Farming notification made under the Minimum Wages Act (Notification GO/No.68/2019/LBR dated 20/07/2019).

Contract Employee	Monthly minimum wage amount for 8 hour duty	DA as on Nov 2021 Tvmd District	Total Wages (8 hour duty for 26 days in a month)	Monthly PF contribution by contractor @ 13%	Monthly ESI contribution @ 3.25%by Contractor
Cleaner	11700	2184	13884	1804.92	451.23
Supervisor	12220	2184	14404	1872.52	468.13



- 4.10. The Contractor will be liable to pay the variable DA in compliance with the Consumer Price Index with effect from the period mentioned there under published by Department of Economics and Statistics, as and when published by Government of Kerala.
- 4.11. The Contractor is liable to produce the copy of his PAN card and GST details along with the first bill.
- 4.12. If KCMMF Ltd is made liable financially or otherwise because of the violation of any laws or non-payment of workmen compensation or non-payment of wages etc., the loss sustained to KCMMF Ltd will be realized from the contractor.
- 4.13. Any accidents and calamities that may occur to the contractor's employees inside the premises of Head Office, KCMMF Ltd shall be the responsibility of the contractor.
- 4.14. The contractor shall follow the instructions from the authorities regarding their performance of the crew, hygiene, punctuality, statutory documentation etc.
- 4.15. Monthly payment pertaining to the contract will be made through NEFT / RTGS every 10thday of succeeding month, on submission of the bills to this office before 3rdday of the month. The rate quoted shall be exclusive of applicable GST.
- 4.16. Payment will be passed after deducting statutory deductions like income tax and other statutory taxes if any.
- 4.17. During the contract period no increase in the rate will be permitted.
- 4.18. KCMMF Ltd reserves the right to require Police verification to be done by the Independent Labour Contractor of the persons engaged by him before assigning duties inside the premises.
- 4.19. If KCMMF Ltd has objections about any of the persons engaged by the contractor for conducting the said works under the contract, the same shall be brought to the attention of the contractor and the contractor is bound to discontinue engagement of such persons under the contract.
- 4.20. Creation of exasperation and non-performance of works as per schedule / requirement will lead to termination of the contract without any further notice.
- 4.21. It is the discretion of KCMMF Ltd to extend the contract for a further period of maximum one year if the performance and service found satisfactory from the date of expiry of contract under same rate, terms and conditions.
- 4.22. GST shall be paid in addition to the rates tendered against GST bill. However, payment of GST will be the responsibility of the Contractor.

5. Pre-mature Closing of the Contract:

5.1. The contract will be from 01-04-2022 to 31-03-2023. In the event of contractor working against the interest of the organization or KCMMF Ltd finds the performance unsatisfactory, or for any reason in the interest of the organization, KCMMF Ltd can terminate the contract by giving 3 months' advance notice.



5.2. Similarly, in the event of the contractor feels to withdraw from the contract by any reason, the Contractor can close the contract by giving 3 months' advance notice.

6. Submission of Tender

- 6.1. The contractor shall submit his tender along with the EMD specified.
- 6.2. Employees of KCMMF Ltd or affiliated APCOS are not eligible to participate in the tender.

7. Agreement& Security

- 7.1. On finalization of the contract, he/she shall execute an agreement in the prescribed format in non-judicial stamp paper worth Rs.200/at his own cost after depositing the security amount prior to start of contract.
- 7.2. The successful bidder has to remit security amount either by cash payment or Fixed Deposit or Bank guarantee of Rs.20,000/-(Rupees Twenty Thousand only). No interest will be paid for the Security Deposit in case of cash remittance at this office.

8. General

- 8.1. Managing Director, KCMMF Ltd reserves the right to accept or reject in part if any or all quotations without assigning any reason whatsoever and no explanation can be sought on this account.
- 8.2. The work will be allotted to the successful bidder only on prior approval from the Board of Directors of KCMMF Ltd as per norms fixed.
- 8.3. Managing Director, KCMMF Ltd has the right to review the performance norms having recovery effect specified in this Tender Notice, if specific request to this effect is received from the Contractor and the same is found well-based.





Kerala Co-operative Milk Marketing Federation Limited Milma Bhavan, Pattom Palace (PO), Thiruvananthapuram – 695 004 Ph: 0471 – 2786428,406 www.milma.com; E-mail: hr@milma.com

TERMS AND CONDITIONS FOR E-TENDER

This tender is an e-Tender and is being published online for the Labour Contract for Cleaning, Sanitation and various allied works at Head Office through "piece rate principal to principal independent labour contract" basis. The tender is invited in two cover system from the through individuals through eligible firms or and registered Kerala of Government of portal e-procurement (https://www.etenders.kerala.gov.in). Prospective bidders willing to participate in this tender shall necessarily register themselves with above mentioned e-procurement portal.

The tender timeline is available in the critical date section of this tender published in <u>www.etenders.kerala.gov.in</u>.

A). Online Bidder registration process:

Bidders should have a Class II or above Digital Signature Certificate (DSC) to be procured from any Registration Authorities (RA) under the Certifying Agency of India. Details of RAs will be available on <u>www.cca.gov.in</u>. Once, the DSC is obtained, bidders have to register on <u>www.etenders.kerala.gov.in</u> website for participating in this tender. Website registration is a one-time process without any registration fees. However, bidders have to procure DSC at their own cost.

Bidders may contact e-Procurement support desk of Kerala State IT Mission over telephone at 0471- 2577088, 2577188, 2577388 or 0484 – 2336006, 2332262 - through email: etendershelp@kerala.gov.in for assistance in this regard.

B). Online Tender Process:

The tender process shall consist of the following stages:

- i. Downloading of tender document: Tender document will be available for free download on <u>www.etenders.kerala.gov.in</u>. However, tender document fees shall be payable at the time of bid submission as stipulated in this tender document.
- ii. Pre-bid meeting: No pre-bid meeting for this tender.
- iii. Publishing of Corrigendum: All corrigenda shall be published on <u>www.etenders.kerala.gov.in</u> and shall not be available elsewhere.
- iv. Bid submission: Bidders have to submit their bids along with supporting documents to support their eligibility, as required in this

tender document (clause No.3, Instruction to Bidders) of <u>www.etenders.kerala.gov.in</u>. No manual submission of bid is allowed and manual bids shall not be accepted under any circumstances.

- v. Opening of Technical Bid and Bidder short-listing: The technical bids will be opened, evaluated and shortlisted as per the eligibility and technical qualifications. All documents in support of technical qualifications shall be submitted online. Failure to submit the documents online will attract disqualification. Bids shortlisted by this process will be taken up for opening the financial bid.
- vi. Opening of Financial Bids: Bids of the qualified bidder's shall only be considered for opening and evaluation of the financial bid on the date and time mentioned in critical date's section.

C).Documents Comprising Bid:

(i). The First Stage (Pre-Qualification or Technical Cover based on 1 cover or 2 cover tender system):

Pre-Qualification or Technical proposal shall contain the scanned copies of the following documents which every bidder has to upload:

As mentioned in Annexure II as per clause no. 1.1& 1.2 of General terms and conditions.

The department doesn't take any responsibility for any technical snag or failure that has taken place during document upload.

(ii). The Second Stage (Financial Cover or as per tender cover system):

The Bidder shall complete the Price bid as per format given for download along with this tender.

Note: The blank price bid should be downloaded and saved on bidder's computer without changing file-name otherwise price bid will not get uploaded. The bidder should fill in the details in the same file and upload the same back to the website.

Fixed price: Prices quoted by the Bidder shall be fixed during the bidder's performance of the contract and not subject to variation on any account. A bid submitted with an adjustable/ variable price quotation will be treated as non - responsive and rejected.

D). Tender Document Fees and Earnest Money Deposit (EMD)

The Bidder shall pay tender document fee of Rs.1190/- (Inclusive of GST) and Earnest Money Deposit or Bid Security of Rs.4, 500/- for the said Labour contract. The Bid security is required to protect the purchaser against risk of Bidder's conduct, which would warrant the forfeiture of security.



Online Payment modes: The tender document fees and EMD can be paid in the following manner through e-Payment facility provided by the e-Procurement system:

- i. <u>State Bank of India (SBI) Internet Banking</u>: If a bidder has a SBI internet banking account, then, during the online bid submission process, bidder shall select SBI option and then select Internet banking option. The e-Procurement system will re-direct the bidder to SBI's internet banking page where he can enter his internet banking credentials and transfer the tender document and EMD amount.
- **ii.** National Electronic Fund Transfer (NEFT): If a bidder holds bank account in a different bank, then, during the online bid submission process, bidder shall select NEFT option. An online remittance form would be generated, which the bidder can use for transferring amount through NEFT either by using internet banking of his bank or visiting nearest branch of his bank. After obtaining the successful transaction receipt no., the bidder has to update the same in e-Procurement system for completing the process of bid submission. Bidder should only use the details given in the Remittance form for making a NEFT payment otherwise payment would result in failure in e-Procurement system.

As NEFT payment status confirmation is not received by e-Procurement system on a real-time basis, bidders are advised to exercise NEFT mode of payment option at least 48 hours prior to the last date and time of bid submission to avoid any payment issues.

NEFT payment should be done according to following guidelines:

- i. <u>Single transaction for remitting Tender document fee and</u> <u>EMD</u>: Bidder should ensure that tender document fees and EMD are remitted as one single transaction.
- ii. Account number as per Remittance Form only: Account no. entered during NEFT remittance at any bank counter or during adding beneficiary account in Internet banking site should be the same as it appears in the remittance form generated for that particular bid by the e-Procurement system. Bidder should ensure that tender document fees and EMD are remitted only to the account number given in the Remittance form provided by e-Procurement system for that particular tender.

Bidders must ensure that the banker inputs the Account Number (which is case sensitive) as displayed in the Remittance form. No additional information like bidder name, company name, etc. should be entered in the account no. column along with account no. for NEFT remittance.



- iii. Only NEFT Remittance Allowed: RTGS payments, Account to Account transfers, State Bank Group Transfers (GRPT) or Cash payments are not allowed and are treated as invalid mode of payments. Bidder must ensure that the banker does NEFT transaction only irrespective of the amount and specially instruct the banks not to convert the payment type to RTGS or GRPT.
- iv. <u>Amount as per Remittance form</u>: Bidder should ensure that the amount being remitted is neither less nor higher than the amount shown in remittance form.
- v. <u>UTR Number</u>: Bidders should ensure that the remittance confirmation (UTR number) received after NEFT transfer should be updated as it is, in the e-Procurement system for tracking the payment.
- vi. **One Remittance Form per Bidder and per Bid:** The remittance form provided by e-Procurement system shall be valid for that particular bidder and bid and should not be re-used for any other tender or bid or by any other bidder.

Any transaction charges levied while using any of the above modes of online payment has to be borne by the bidder. The supplier/contractor's bid will be evaluated only if payment status against bidder is showing "Success" during bid opening.

E). SUBMISSION PROCESS:

DATE: 15.01.2022

For submission of bids, all interested bidders have to register online as explained above in this document. After registration, bidders shall submit their Pre-qualification bid and Financial bid online on <u>www.etenders.kerala.gov.in</u> along with online payment of tender document fees and EMD.

For page-by-page instructions on bid submission process, please visit <u>www.etenders.kerala.gov.in</u>and click "Bidders Manual Kit" link on the home page.

It is necessary to click on "Freeze bid" link/ icon to complete the process of bid submission otherwise the bid will not get submitted online and the same shall not be available for viewing/ opening during bid opening process.

Sd/-

MANAGING DIRECTOR



ACCEPTANCE OF THE TERMS AND CONDITIONS BY THE TENDERER:

- 1. I am /we are agreeable to furnish the valid registration Certificate / License immediately but not later than one month from date of work award /date of expiry of license.
- 2. I / We have understood clearly the areas, scope and nature of works and terms and conditions and shall scrupulously abide by the same
- 3. I / We have understood clearly that this is a "piece rate principal to principal independent labour contract" involving the elements of labours, etc for which I am / we are required to quote allinclusive rates / GST for the entire activates of work as specified.
- 4. As a registered contractor, I / We have understood clearly of our sole responsibility to faithfully comply with all the, requirements of labour laws including the Minimum Wages Act, Contract labour (Regulation and Abolition) Act, workmen compensation Act, ESI Act, PF Act, Sales Tax and Taxation Acts and others as applicable from time to time and MILMA shall not in any way will be held responsible for any failure or violation on our part.
- 5. I / We have understood clearly of our sole responsibility to disburse the wages due payable to the personnel engaged by me /us under the contract promptly in due time and rated irrespective of whether KCMMF Ltd has settled our bills or not. It is also clearly understood by us that we should ensure that the wages paid are in no case less than minimum wages prescribed and are in force at the relevant period.
- 6. I / We certify that to the best of my / our knowledge the particulars furnished above is true.

SEAL & SIGNATURE OF CONTRACTOR

Name Address



Date: