





HOSPITALITY

Client is our King Candidates are our Assets ETHICAL RECRUITMENT

ANTI CORRUPTION

SHIPPING

WAR AGAINST EXPLOITATION

WORKER WELFARE







5 Star Rated HR Consultants

Ministry of External Affairs, Government of India has introduced a Rating System for Registered Recruitment Consultants and Seagull International has been rated with 5 Star & Ranked 3 among all the Licensed HR & Recruitment Consultants in India.

IN COUNTRY VALUE CERTIFICATION



Seagull is proud to hold the distinction of being the sole Human Resources Agency (HRA) with ICV certification from the Abu Dhabi National Oil Company (ADNOC). We consider this certification a significant recognition of our commitment to service excellence.

TRAINING AND RECRUITMENT PARTNER



Seagull International serves as a training and recruitment partner with the National Skill Development Corporation International, an organization under the Govt. of India dedicated to fostering skill development.

STANDARDIZATION OF QUALITY

ISO Certification





MANAGEMENT TEAM



Dr. Sureshkumar Madhusudhanan, MBA, Ph.D Chairman & Managing Director

Dr. Suresh Kumar Madhusudhanan holds Ph.D in Human Resources Management from Sabarmati University, Gujarat and M.B.A in Human Resources Management. Being the Chairman and Managing Director of Seagull Group since its incorporation, he is a visionary leader with a career spanning more than 4 decades in the HR and Recruitment industry. With his irrefutable experience and abilities, he has earned the reputation of an inspiring personality in the domain of HRM. He is the current Secretary General of Indo Gulf & Middle East Chamber of Commerce (INMECC) and was the General Secretary of Indian Personnel Expert Promotion Council (IPEPCIL) along with the Founder National General Secretary of Federation of Overseas Recruitment Association of India (FORAI), the confederation of the Overseas Recruitment Agencies in India.



Ameya Suresh, MBA (Business Design) Director

Ameya Suresh is a highly skilled professional with a strong academic background in Accounting & Finance with Masters in Commerce from University of Mumbai and MBA in Business Design from Welingkar Institute, Mumbai. She has worked on diverse projects, including the Global Citizen Leadership Project and Employer Branding initiatives. With 3 years of talent acquisition experience, she has a proven track record of attracting top talent and contributing to organizational growth. Ameya's well-rounded skill set make her a capable professional, ready to drive positive change in the business field.



Shreyas Suresh, B.E. (Computer Science) Director

Shreyas is a highly motivated individual with an impressive academic profile. After completing his higher secondary education, he continued his educational journey and driven by his passion for Technology and problem-solving, he decided to pursue a Bachelor of Engineering in Computer Science at V.I.T, University of Mumbai. Alongside his academic achievements, Shreyas possesses commendable qualities such as team leading qualities, meticulous attention to detail and strong communication skills. With his commitment to continuous growth, Shreyas decided to join the empire that his father Dr. Sureshkumar had raised in the Overseas HR industry aiming to achieve great success in his future endeavors.



C. P. Shyam, B.Sc (Mechanical)
Senior Vice President

C.P. Shyam holds 35 years of experience in HR & Recruitment and has worked with many top overseas recruitment companies. Since the last 10 years, he has been working with Seagull International as the head of the recruitment and mobilization and is well efficient in fulfilling client requirements as per schedule and has ability to build strong client relationship.



Unnikrishnan Mullappilli, M. Com, CMA General Manager - Finance

Unnikrishnan holds a post graduate degree in Commerce and is an Associate and an Associate Member of the Cost & Management Accountants of India, possessing 36 years of experience in Finance, Accounts, and Auditing. He spent 30 years at Indian Oil Corporation as the head of Regional Finance for the Western Region. He also contributed his expertise during a 6 year tenure at the Comptroller and Accountant General of India. He possesses a deep understanding of SAP accounting, Contract Management, Customer Accounting, Budgeting, Project Accounting, Internal Auditing, and Audit Appraisal of various projects.



Lalit Maurya, MBA (HR)
General Manager - Operations

Lalit Maurya holds a post-graduate diploma in HRM and has 21 years of rich working experience in the recruitment industry, contributing 7 years to one of the reputed overseas consultant in India before committing to Seagull. He has sound knowledge in end-to-end operations and is excellent in interacting with clients as well as candidates.



Divyanka Parulekar, MBA (HR) Senior Manager - HR & Admin

Divyanka Parulekar is an aspiring HR Professional with an MBA in HR and holds a Bachelor's Degree in Law. She has 10+ years of rich experience in HR and Administration from various industries like Textile, Manufacturing and Overseas Recruitment. She has expertise in Client Hospitality and Coordination, Employee Engagement and Office Administration.

BUSINESS DEVELOPMENT TEAM



Omnarayan Mishra, MBA (Marketing) General Manager - Client Acquisition

Omnarayan Mishra has completed his MBA in Sales & Marketing and comes with 10+ years of work experience. He has worked with reputed overseas consultants for almost 5 years and has sound knowledge of B2B & B2C marketing. He has valuable experience in Business Development, Client Acquisition, Account Management and Operations.



Philip John, B.Sc (Physics)
Deputy General Manager - Client Acquisition

Philip John, with over three decades of experience, is known for his exceptional skills in strategic planning, business development, and successful sales strategy implementation. He has attained success in driving corporate performance, maximizing growth, generating revenues, and enhancing overall market value. Philip possesses a unique blend of vision, determination and is dedicated to achieving unparalleled success in the dynamic field of marketing.

TECHNICAL TEAM



Deepak Jadhav, M.Tech (Mechanical) General Manager - Technical

Deepak Jadhav holds a post-graduation degree in Mechanical Engineering with more than 35 years of work experience in Oil & Gas Projects. He has worked in KSA for 10 years with companies like Aramco, Sabic, Dar Al Riyadh, Jal International etc. for their various projects including Shutdown and Turn Around. He has previously lent his services to Godrej & Indofil Chemicals in India. Presently, he is heading the technical department at Seagull and is in charge of the quality control process.



Harikrishnan M .J , B. Tech (Mechanical)
Asst General Manager - Technical

Mr. Harikrishnan holds a Bachelor's Degree in Mechanical Engineering and brings with him over 17 years of rich and extensive experience in the Oil & Gas industry. His professional journey has equipped him with an in-depth understanding of various engineering functions and technical operations critical to our field. He possesses strong expertise in Technical Inspections (including material, piping, and equipment), Auditing and Compliance, Project Quality Control.

CORE TEAM



Mukundan Karavally, B.A. (Economics) Deputy General Manager - Operations

Mukundan K. holds a graduation degree in Economics from Calicut University and also is a graduate from the Ministry of Defence, Govt. of India. Previously, he has 17 years of experience in Army Administrative fields and now possesses 12 years of experience in the recruitment industry in various sectors before joining Seagull. He has a thorough knowledge of end-to-end recruitment operations and is sublime in the process of managing clients and candidates.



Silvester Sardinha, MBA (HR) Deputy General Manager - Client Acquisition

Silvester Sardinha has completed his Post Graduation in HRM from LIBA and comes with intense 15+ years of experience in Acquisition, Team Handling & Operations. He has worked with companies like Pidilite Industries and Eduauraa Technologies in the HRBP - Talent Acquisition role. He is very well efficient in acquiring clients and fulfilling the requirements as per the TAT and holds a strong relationship building ability with clients.

CORE TEAM



Sunil Panchal, Mechanical Engineer
Deputy General Manager - Operations

With extensive experience of over 12 years in Operations and Maintenance (O&M) across various plants, Sunil has immersed in the field of Oil & Gas Recruitment, demonstrating his proficiency in talent acquisition and management. His experience spans across international markets, including Saudi Arabia, UAE, and Mauritius, highlighting his adaptability and global perspective.



Asif Mustafa , BA with Diploma in Computer Application

Manager Recruitment

Asif brings with him over 14 years of overall work experience and has specialized in the blue collar recruitment field. His expertise includes maintaining client relations, possessing commercial awareness and excellent presentation which will be invaluable in enhancing our processes and strengthening our relationships of clients.



CORE TEAM - EUROPE

Sameer Upadhyay, B. Com. Chief Executive Officer (Europe)

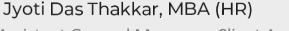
Sameer is the Founder of Destination Yours Educon and Entertainments, carrying 25 years of experience. Serving as both a mentor and an active contributor to educational ventures, his commitment to credibility consistently creates meaningful opportunities for success and growth, including his pivotal role as an overseas line producer in multiple projects within Destination Yours Entertainment.



Disha Upadhyay, B. Com. Chief Operating Officer (Europe)

Disha is Director of Destination Yours Educon Pvt. Ltd., with 15 years of experience in student counseling and international education. Her belief in the transformative power of education drives her to deliver exceptional services within the company. She is a dedicated advocate for young talents, striving to help them explore their full potential across borders through effective counseling.





Assistant General Manager - Client Acquisition & Operations (Europe)

With 11 years of experience in the recruitment industry, Jyoti brings a wealth of expertise to our team. Jyoti's extensive experience encompasses the entire recruitment process, from initiation to closure. Her proficiency extends beyond borders, as she excels in liaising with clients and candidates worldwide. Notably, she specializes in meeting the unique requirements of the European market, further enhancing our global reach and capabilities.

KEY PERSONS



Chhatra Basnet Director Seagull International, Nepal Seagull International, Sri Lanka



Uwais Adeem Director



Sreelatha Laxmi Sr. Branch Manager (Kochi)



Subhash C. M. Branch Manager (Baroda)



Renju Raj Branch Manager (Chennai)



Prakash Bandela Branch Manager (Vizag)



Abhijith Prasad Branch Manager (Kolkata)



Suja Baiju Sr. Manager Operations



Priyanka Pandey Manager Operations



Assistant Manager - Operations



Rohini Borkar Manager Accounts & Finance



Prabhakar Mathew Manager Technical Recruitment



Prakash Kadam Manager Mobilisation & Processing



Abhilash Pillai Manager Client Relations



K. Parisutham Asst. Manager Operations (Chennai)



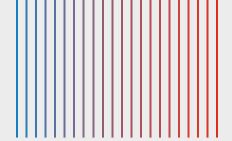
Akhiljit A. D. Asst. Manager Client Acquisition (Qatar)



Sivaprasad Narayanan Executive Client Acquisition (UAE)



K. C. Jitin Executive Client Acquisition (UAE)



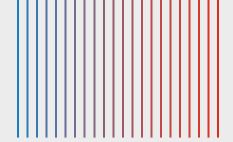
THE SEAGULL TEAM

Seagull International is an ISO-certified Global Human Resource Consultancy firm headquartered in Mumbai, India, with branches in New Delhi, Chennai, Kolkata, Kochi, Baroda, Vizag, and overseas branches in Nepal, Sri Lanka, Dubai, Qatar, Riyadh, Kuwait, Sweden, UK and Lithuania. Seagull is approved by the Ministry of External Affairs, Government of India, under Registration Number B0119/MUM/PER/1000+/5/6011/2002.

CORE TEAM



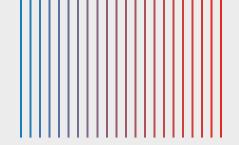
Seagull is committed to the ongoing pursuit of excellence, offering to partner with your organization to establish a strong human resource asset base. With over three decades of experience, we have access to top-quality expertise worldwide, thanks to the synergy between our processes, people, and practices, supported by effective control and check mechanisms, which has significantly bolstered our brand equity in the MENA region.



KEY TEAM

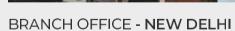


We prioritize teamwork, defined as collaborative group efforts, and team-building, the skill of creating effective, motivated teams from individual employees, fostering productivity, communication, and essential business functions. We conduct regular training sessions to assess and enhance employee skills, ultimately increasing productivity, quality control, and overall job satisfaction.



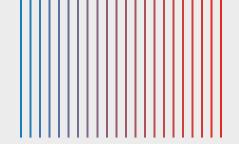
PAN INDIA - OFFICES







CORPORATE OFFICE - MUMBAI



PAN INDIA - OFFICES











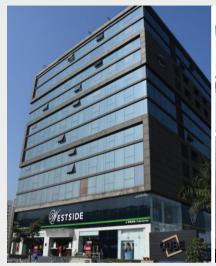


BRANCH OFFICE - CHENNAI





PAN INDIA - OFFICES









BRANCH OFFICE - BARODA



BRANCH OFFICE - KOLKATA



BRANCH OFFICE - VISAKHAPATNAM









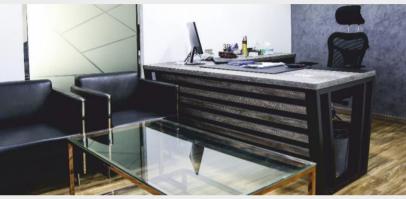


BRANCH OFFICE - NEPAL



BRANCH OFFICE - SRI LANKA





MENA HEADQUARTERS - DUBAI, UAE





BRANCH OFFICE - RIYADH, SAUDI ARABIA



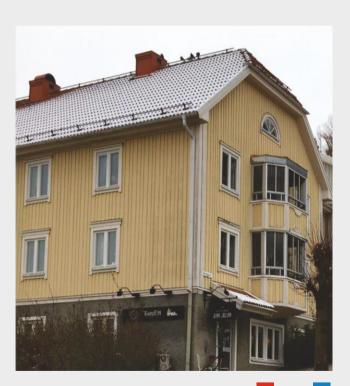
BRANCH OFFICE - KUWAIT



BRANCH OFFICE - QATAR



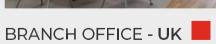
BRANCH OFFICE - SWEDEN

















BRANCH OFFICE - LITHUANIA





THE KINGDOM OF SAUDI ARABIA

































































UNITED ARAB EMIRATES













































































SULTANATE OF OMAN

































































THE STATE OF KUWAIT

















































THE KINGDOM OF BAHRAIN

































THE STATE OF QATAR

































































INDIA











































REPUBLIC OF IRAQ





REPUBLIC OF MALDIVES







AWARDS & ACCOLADES





SINCAPORE MANACEMENT EXCELLENCE AWARD 2023





AWARDS & ACCOLADES



Economic Times Inspiring Leaders Award 2023





ET Now Global HR Excellence Award 2020









ASSOCHAM Service Excellence Award 2017 & 2018





AWARDS & ACCOLADES

















مؤسسة كنوز للمقاولات KANOOZ CONTRACTING EST.

Ref: KNZP/RS/01102 Date: 16-02-2023

Dr. Sureshkumar Madhusudhanan Chairman & Managing Director Seagull International

CERTIFICATE OF APPRECIATION

Dear Dr. Suresh Kumar

With great pleasure we would like to present the Certificate of Appreciation to your organization.

M/s SEAGULI INTERNATIONAL Global Human Resource Consultants for its professional and excellent work extended towards successful recruitment and deployment of 1500-candidates from both senior and craft categories for our Turnaround/Shutdown projects during the beginning of TA season 2023.

The Kanooz team would further recognize your ability in hosting a successful selection campaign & interview sessions held at strategic centres such as Mumbai, Chennai, Kochi, Vizag. Baroda and Kolkata etc. We appreciate your Seagull team's ability in organizing pre-screening, interview, trade test, and logistics etc. at all locations that helped us achieving the mobilization targets as planned.

The excellent service and incessant performance of the Seagull Team was highly commendable. It is really great to associate with your organisation of business deals and we would also expect our business relationship will be strengthened in future.

We express our sincere gratitude to Seagull Management and their team and looking forward to have a long term business relationship for mutual benefits.

For Kanooz Contracting

P.G. SABU Vice President



ص. ب ۱۹۰۱ - الجبيل (۲۱۱۹ - العلكة المربية السوية - تلفون (۲۱۲ تا ۱۳۱۰ - ۲۱۱۱ - ۱۲۹۰ - علكس: ۲۰۱۱ - ۱۲۹۱ - علكس P. O.Box 1094 - Jubail 31951 - Kingdom of Saudi Arabia - 1761 - 966 13 362 2005 / 362 4339 - Fac: +966 13 362 301 0000 2001 2015, 6040001 2015, 60 2010 2015, 60 2001 2015, 60 2001 2015, 60 2010 2015, 60 2010 2015 ADYARD ABU DHABI L.L.C.



ادیارد ابوظبی ذ.م.م

22nd August, 2022

Letter of Appreciation

We take this opportunity to appreciate M/s Seagull International and the entire team for an excellent contribution in recruitment of manpower to various projects on behalf of our prestigious clients in United Arab Emirates for the past many years.

We appreciate their efficiency in arranging the right candidates for interview and final selection. We sincerely value their gracious customer service, the level of detail and accountability demonstrated on each project, the way M/s. Seagul International conduct business, enabling the deployment of the candidates as per our schedules.

We expect to enjoy the similar level of services in future on forthcoming projects. We have no hesitation to recommend M/s.Seagull.International to other clients as well.

Yours sincerely,

For, Adyard Abu Dhabi LLC

Aadil Aziz Fatmi
Senior HR Business Partner

P.O. Box: 7604, Musaffah, Abu Dhabi, U.A.E. Tel: +971 2 5547722, Fax: +971 2 5546767 E-mait: adyard.abudhabi@altrad.com www.adyardabudhabi.com



رب : 7604، قصفح - ترطني دارچ. ابن : 2 971 554776 + دعلی : 971 5547767 + ابن : الاکتروني: adyard.abudhabi@altrad.com البه الاکتروني: adyard.abudhabi@altrad.com



Doosan Babcock W.L.L. 3rd Floor, Tornado Tower West Bay, Doha, Qatar PO Box No. 2038

Date: 25-May-2022 Ref: DBWLL/Qatar -22-LT-16

CERTIFICATE OF APPRECIATION

The certification of appreciation is presented to M/s SEAGULL INTERNATIONAL Global Human Resource Consultants for their professional and incredible work extended towards successful deployment of 600 + candidates for our Shell GTL Turn Around (MTA3) Project at Catar from Dec 2021 to feb 2022.

Seagull successfully hosted and conducted the interview campaign at Mumbai, Chennai, Kochi, Vizag & Baroda from 01 July to 23 July 2021. We appreciate the arrangement including pre-screening, interview, trade tests, logistic and accommodation of our delegates in in all these locations.

We take this opportunity to thank Seagull Management & their team and hope they will continue with their exceptional service in the coming years as well.

We look forward for long term association with Seagull.

S. Sar-

دوسان بابکوک درم ر Doosan Babcock w.r. Tel: 44327912 - Fax: 44368929 P.O.Box: 2038

Dr. Saravanan Swaminathan General Manager

> Doosan-RED Floor, Tornado Tower, West Bay, Doha, Oxtar, F O Box No 30 Tel: + 974 4432 7912 | Fax: + 974 4436 8929

> > v.doosanbabcock.com

شركة الخدمات الفنية الخاصة ش.م.م. Special Technical Services L.L.C. STS

Date: 13-11-2020

CERTIFICATE OF APPRECIATION

The certification of appreciation is bestowed to M/s SEAGULL INTERNATIONAL Global Human Resource Consultants for their excellent services extended towards the successful completion of our project, CDU Off-Sites Turnaround & CBDC Warranty Shutdown at Ruwais Refinery (West) in ADNOC – UAE from 09th February 2020 to 31st March 2070.

We appreciate their prompt services and timely mobilization of more than 400 workmen's including core staff and junior employees.

We take this opportunity to thank Seagull Management & their team and hope they will continue with their exceptional service in the coming years as well.

We look forward to a long-term association with Seagull.

For Special Technical Services LLC.,

Jayasankar. M
Deputy General Manager











P.O. Box 307, Al-Harthy Complex, P.C. 118, Muscat, Sultanate of Oman T+ 968 24647100 | F+ 968 24697100 | Email: info@stsoman.com www.stsoman.com | CR No. 1101803 الشركة العمانية للإنشاءات ش.م.م (توكـو) The Oman Construction Company L.L.C. (TOCO)

P.O. Box 142, Muscat, Post Code 100, Sultanate of Oman Tel (+948) 24590355 (6 Lines) Fax (+969) 24593813 C.R. No. 1003313 Emalt tocogletoco.com.om



Date: 18-05-2021

CERTIFICATE OF APPRECIATION

The certification of appreciation is given to M/s Seagull International Global Human Resources Consultant for their excellent services extended towards the successful completion of our different projects with Occidental Oman. Petroleum Development Oman and Oman LNG.

We appreciate their prompt services and timely mobilization of more than 400+ workmen's in white- and blue-collar categories.

We take this opportunity to thank Seagull Management and team and hope they will continue with their exceptional service in the coming as well.

For The Oman Construction Company LLC(TOCO)



Operational Excellence

سی ب. ۱۹۲۰ مسلط الرمز الهروبی ۱۹۰۰ ساطنة مطان ماتت ۱ ۱۹۹۰ ۱۹۰۹ (۱ شطوط) قالس ۲۱۵۹ ۱۹۰۳ ساطن ۱ ۱۳۳۳ مین و ۲۲۵۲ (۱ سرید الاکترونی با برید الاکترونی برود الاحد

www.toco.com.om





CAPE EAST LIMITED CO. (WLL) شركة كيب إيست المحدودة (ذعم)

Ref: QT/CEL/HRD/2406/2021 Date: 22-04-2021

CERTIFICATE OF APPRECIATION

This is to certify that M/S SEAGULL INTERNATIONAL Global Human Resource Consultants is one of our approved manpower recruiting agencies for providing quality manpower from india for the past eight searce.

The certification of appreciation is awarded to M/S SEAGULL INTERNATIONAL Global Human Recourse Consultants for their excellent services extended towards the successful completion of our various shutdowns/maintenance loss & projects.

We appreciate their prompt services and timely mobilization of more than 2000 workman's including core staff and junior employees.

We take this opportunity to thank Seagull Management δ their team and hope they will continue with their exceptional services in the coming years as well.

We hope to continue our business association for many years and wishing them all the success in future endeavours tool



CAPE EAST LTD Co. W.L.L.
P.O. Box 12573. Office No. L05-2FL-DL 2nd Flaor. Building No. 100. Dohn. Quter Tel. +\$74-4.008 IIII - Fize +\$74.44317575 www.witard.com







Reference : LTC/C/MNT/3114/17

Date : 7 October 2020

Authorization Letter

By this letter, Qatargas Operating Company Limited, PO Box 22666, Doha, State of Qatar a company organized under the laws of the State of Qatar hereby appoints M/s. Cape East Limited Company W.L. Pox Box 12573 Doha, Qatar to provide manpower services for our Maintenance Shutdown Projects Scaffolding / Insulation / Painting works (Contract no. LTC/C/MNT/3114/17) in Doha — Qatar to

For that purpose, M/s. Cape East Limited Company WLL shall mobilize Indian Nationals manpower listed in Appendixes 1 to 3, using the following recruitment agencies:

 i) M/s Seagull International, Mumbai India Emigrate Register no. RA6011 under FE ID - FE5211681 List of personnel in Appendix 2

We hereby request that you accept all documents submitted under the said FE ID FES211681 for the purposes above listed before the relevant immigration authorities in India. This authorization is valid for 6 (six) months after the data written above.

Yours Faithfully

For Qatargas Operating Company Limited

AZC

REEM MOHAMMAD AL-HARAMI Human Resources Manager



1 of 4





Certificate of Appreciation

This Certificate of appreciation is awarded to

M/s Seagull international

in recognition of successful recruitment campaign conducted for our prestigious projects ,Sadara in May 2015 & Luberef in April 2015 held at Hotel The Oberoi Towers, Mumbai & Haytt Regency, Chennai respectively.

Al Khobar, KSA June 16, 2015

For Al Hugavet Group Mohammed Al Zoebi C.E.O



س ت ۲۰۱۱-۲۰۱۲ من ب ۱۲/۱۱ - المشير ۲۱۱۵۳ الملكة المربية السودية - تلفون ۲۰۱۱-۲۰۸۱ - ۱۲۸۰ - طاكس ۱۵: ۱۳۰۵ - ۲۰۱۱ C. R. 2051046702 - P. O. Box 31671 - Al-Khobar 31962 - Kingdom of Saudi Arabia - Tiki - 1966-13-489 6695 - Fax: + 1968-13-489 6695



August 20, 2014

Certificate of Appreciation

This certificate is issued with reference to the excellent service & support provided by M/s SEAGULL International HR Consultants, India during the SATORP (Saudi Aramco Total Refining Petrochemical Company) Recruitment Campaign held in Taj Mahal Palace Hotel, Mumbai from August 7 - 11, 2014. The Interview arrangements & coordination were professional & outstanding.

We sincerely appreciate the dedication & hard-work done by SEAGULL International for making the SATORP Campaign a big success and their exceptional services to our client, SATORP.

Manager



P.O. Box 307, Al-Harthy Complex, Postal Code: 118, Sultanate of Oman Tel.: (968) 24603480 - Fax: 24697100 - C.R. No. 1/10180/3











Appreciation Letter

EMIRATES GLASS a subsidiary of Dubai Investments Group would like to thank Mr. Suresh Kumar and his team of M/s SEAGULL INTERNATIONAL, a leading Human Resource Consultants from India for their excellent support fulfilling our manpower requirement form India and Nepal for all our divisions. We are dealing with them for more than five years and had always relied on them, who has concrete experience in selecting the best aspirants as per our needs in Quality, Quantity and Timeology.

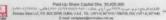
We appreciate their professionalism and have no hesitation in recommending M/s. SEAGULL INTERNATIONAL to other clients also.

For EMIRATES GLASS

Rizwanulla Khan **Executive President**











April 15, 2012

TO WHOM IT MAY CONCERN

Letter of appreciation

We hereby appreciate M/s Seagull International, Mumbai for their excellent services to our human resource requirements.

We have been availing Seagull's services since last three years and we are extremely happy with the complete recruitment solutions and dedicated attention from sourcing to final deployment of candidates

We wish Seagull International greater success in their business.

For Galfar Engineering & Contracting SAOG

Manager Recruitment

ص ب: ٥٣٣ مسقط الرمز السريدي ١٠٠ سلطنة عمان هاتف ١٤٥١٥٠٠ فاكس ١٩١٨ ٢٤٥٩١١٧١ www.galfar.com +٩١٨ ٢٤٥٩١١٧١ P.O. Box 533, Muscat, Postal Code 100, Sultanate of Oman. Tel.: +968 24525000, Fax: +968 24591676 www.galfar.com C.R. No. 1015133 رقع السجل النجاري ١٠١٤١٢٢



شركة الحسن الهندسية ش.م.ع.ع

27th December 2013

LETTER OF APPRECIATION

We take this opportunity to appreciate the professional services being rendered by M/S SEAGULL INTERNATION, Human Resource Consultants, for manpower selection and mobilization from India.

We are availing the service of Seagull for the past four years and are impressed by the professional approach and services in meeting our manpower requirements, both for our Oman and UAE project operations.

We expect to receive their cooperation for our future requirements of manpower from

For Al Hassan Engineering Co. SAOG

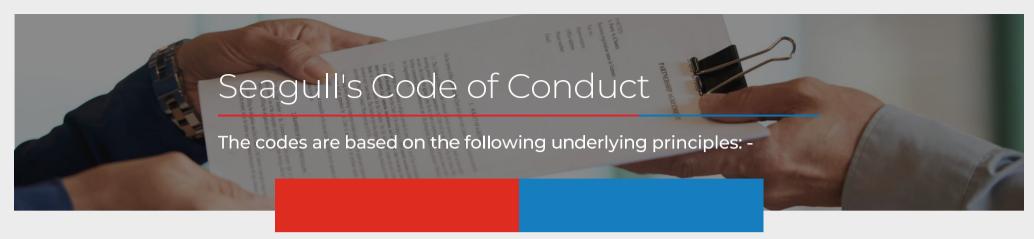
Head - Staffing.





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EXPLOITATION

- Fighting exploitation is the primary goal of Seagull International. Candidates are presented with all recruitment compliance details, signed by the CMD, ensuring the highest level of transparency.
- The Candidates are thoroughly informed about recruitment charges set by the Government of India. If the process is free, this information is conveyed verbally and in writing, eliminating the need for candidates to pay any additional fees before the interview or post selection.
- Candidates are encouraged to report to Seagull Management if anyone requests extra money for free recruitment or charges exceeding the limits set by the Government of India. Seagull takes decisive action, including termination, against individuals involved in such practices.
- During group briefings, candidates are educated about exploitation, emphasizing the distinction between free recruitment and recruitment with charges. Any instances of additional money requests are to be communicated to Seagull. Thorough investigations will be conducted by the Vice President, General Managers and Operation Managers, who will then report their findings to the CMD. The strictest actions are then taken, and the money is promptly returned to the candidate before their departure.

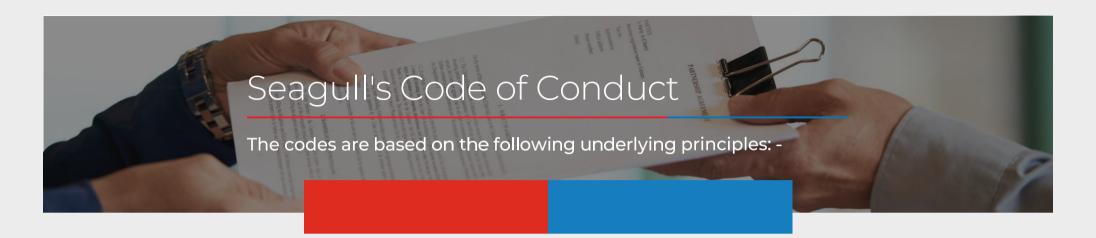
RECRUITMENT

- Under no circumstance will Seagull conduct interviews in centers that are not owned and operated by Seagull. In case, a need arises for a third-party location, permission must be obtained from the CMD.
- A "FREE RECRUITMENT" board must be prominently displayed in English and the local language at the interview premises, if the recruitment is free. Every candidate must be informed at least three times that the recruitment process is free of all charges.
- Seagull employees are solely authorized to interact with prospective candidates for recruitment, and no sub-agent or third-party supplier is allowed. Each Seagull employee must wear their ID at all times during interactions with candidates.
- No individuals other than Seagull employees should be permitted inside the testing area.
- $\bullet \quad \text{Seagull strictly does not entertain or engage with any third-party or sub-agents for its recruitments. } \\$









GENERAL CODE OF CONDUCT

the position.

- The applicant has a fair chance at appointment, emphasizing equal opportunity for equal ability. The organization will select candidates based on suitability with respect to
- Applicants will receive full details of the requirements and the level within the organization. The organization will request applicants to provide the necessary details to assess suitability for the position.
- Information provided by the applicant will be treated confidentially, with due care for privacy. It is acknowledged that information available on the internet and obtained from third parties is not always reliable. In the event that an applicant submits a written complaint to the organization concerning negligent, unfair, or incorrect treatment, the organization will respond to that complaint in writing.
- Applicants should have a clear understanding of the application procedure to be followed, and any changes in the procedure will be communicated to the applicant. Applicants may request deviations from the procedure if there is a valid reason to do so.
- This code applies to procedures directed towards filling vacancies within an organization, for which the recruitment of candidates takes place through a) public announcement, such as advertisements in public (social) media and unsolicited applications, and b) within a restricted circle, such as through acquaintances or family, the work placement branch of the Employee Insurance Agency, notice boards, or internal recruitment.
- In addition to the relevant job description, the recruitment profile will specify the method of application, the information to be provided by the applicant (such as education, diplomas, employment history, and experience), any additional selection procedures and methods (such as psychological tests/assessments), a pre-employment medical examination, a mandatory examination of personal history, and the deadline for submitting applications.





We support the principle outlined below and acknowledge that compliance with these principles is in the best interest of our candidate, employee, client, organization, and the reputation of the search, employment and staffing services profession in India.

We commit to upholding the highest standards of integrity, professionalism, and fair practice in our interactions with clients, candidates, employees, and all regulatory authorities. We will respect the confidentiality of records in accordance with the law and good business practices.

Furthermore, we will demonstrate leadership by adhering to both the spirit and letter of all applicable human rights, employment laws, and regulations. Every candidate and employee will be treated with dignity and respect, and we will not accept any client orders that violate anti-discrimination laws. We will comply with all laws and regulations applicable to our business, maintaining a high standard of ethical conduct in our business operations, and in our dealings with employees, clients, and competitors.

We will take all reasonable steps to provide clients with accurate information on each candidate's employment qualifications and experience, presenting only those candidates who have given us authorization to represent their application for employment. Candidates and employees will be given complete and accurate information provided by the client, covering terms of employment, job descriptions and workplace conditions.

We will ascertain that employees are assigned to safe work sites, possess a clear understanding of the nature of the work required by the client, can perform their duties without injury to themselves or others and receive any necessary personal safety training and equipment.

Prompt action will be taken to address employee questions, concerns or complaints regarding unsafe work conditions, discrimination, or any other matters involving the terms and conditions of their employment. We pledge not to recruit, encourage, or entice a candidate, we have previously placed to leave the employ of our client.

The right of a candidate or employee to accept employment of their choice will not be restricted. We will either avoid or disclose potential conflicts of interest that might influence or be perceived to influence personal actions or judgments.

We will maintain the highest standards of integrity in all forms of advertising, communications and solicitations. Our business operations will be conducted in a manner designed to enhance the working, image and reputation of the employment, recruitment, and staffing services industry.

Seagull's Anti-Corruption Policy

Policy Statement:

To establish controls to ensure compliance with all applicable anti-bribery and anti-corruption regulations and commit to conducting business in a socially responsible manner. To adopt a zero-tolerance approach to bribery and corruption, demonstrating dedication to acting professionally, fairly, and with integrity in all business dealings and relationships, regardless of where we operate. To commit to implementing and enforcing effective systems to counter bribery and corruption.

Purpose:

To articulate our responsibilities, as well as those of our workforce, in adhering to and upholding our position on bribery and corruption, and to provide information and guidance to our employees on recognizing and addressing issues related to bribery and corruption.

Engaging in bribery, including offering, promising, giving, requesting, or accepting a bribe, is a criminal offense. Individuals or third party entities found guilty may be subject to punishment, including up to ten years' imprisonment and/or a fine. As an employer, failure to prevent bribery can result in severe consequences, including an unlimited fine, exclusion from tendering for public contracts, and damage to our reputation. Hence, we approach our legal responsibilities with the utmost seriousness.

The term "third party" in this policy encompasses any individual or organization encountered during the course of our work. This includes, but is not limited to, actual and potential clients, candidates, suppliers, distributors, business contacts, agents, advisers and government and public bodies. This also extends to their advisors, representatives, officials, politicians, and political parties.

Who must comply with this policy?

This policy applies to all individuals working at all levels and grades, encompassing Senior Managers, Directors, Employees (whether permanent, fixed-term, or temporary), Consultants, Clients, Contractors, Trainees, Seconded staff, Casual workers, Agency staff, Volunteers, Interns, Agents, Sponsors, or any other person associated with us, or any of our subsidiaries or their employees, wherever located.

Seagull's Human Right Policies

- Seagull International strongly believes in the inherent freedom, dignity and equality of all human beings.
- Slavery and servitude, in any form, are strictly prohibited, including the slave trade.
- No individual shall be subjected to torture, abuse, inhuman or degrading treatment or punishment.
- Everyone possesses the right to leave any country and to return to their home country.
- All individuals are entitled to a social and international order that fully realizes the rights and freedoms outlined in this declaration.
- Candidates or applicants have the complete right to choose their job without coercion.
- No one should force candidates to accept terms and conditions during interviews.
- Candidates have the right to accept or decline job offers based on their own decisions.
- Individuals wanting to resign from their job have the right to do so without interference from clients or agencies.
- Candidates can withdraw their submitted passports at any time.
- All individuals will have the right and opportunity to choose their employment freely.
- Workers in overseas jobs have the right to fair and favorable working conditions, including _ remuneration that ensures both minimum and equitable wages.

 This encompasses equal compensation for work of equal value, contributing to a decent standard of living for themselves and their families.
- The safety and well-being of candidates are prioritized by considering safety measures and encouraging them to strictly follow it.
- Decent and healthy accommodation with proper AC and heater facilities is provided.
- Equal opportunities for promotion are offered based on factors other than seniority and competence.
- Equal opportunities for overtime work are provided when required by the company.
- Any kind of harassment and discrimination of employees/candidates are strictly prohibited.
- Timely payment of salaries is mandatory for all employees.
- Clients or agencies are not allowed to force candidates/employees to work beyond their designated hours, and all candidates are entitled to leave once a week.





Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common, depriving individuals of their liberty for personal or commercial gain.

Zero-Tolerance Approach:

We maintain a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships Our commitment extends to implementing and enforcing effective systems and controls to ensure modern slavery does not prevail anywhere in our business or with our associates/partners.

Transparency Commitment:

We are dedicated to ensuring transparency in our business practices and in our efforts to combat modern slavery. In accordance with the Modern Slavery Act 2015, we disclose our obligations and expect high standards from all our associates, field operators, and other business partners.

Standards for Manpower Business:

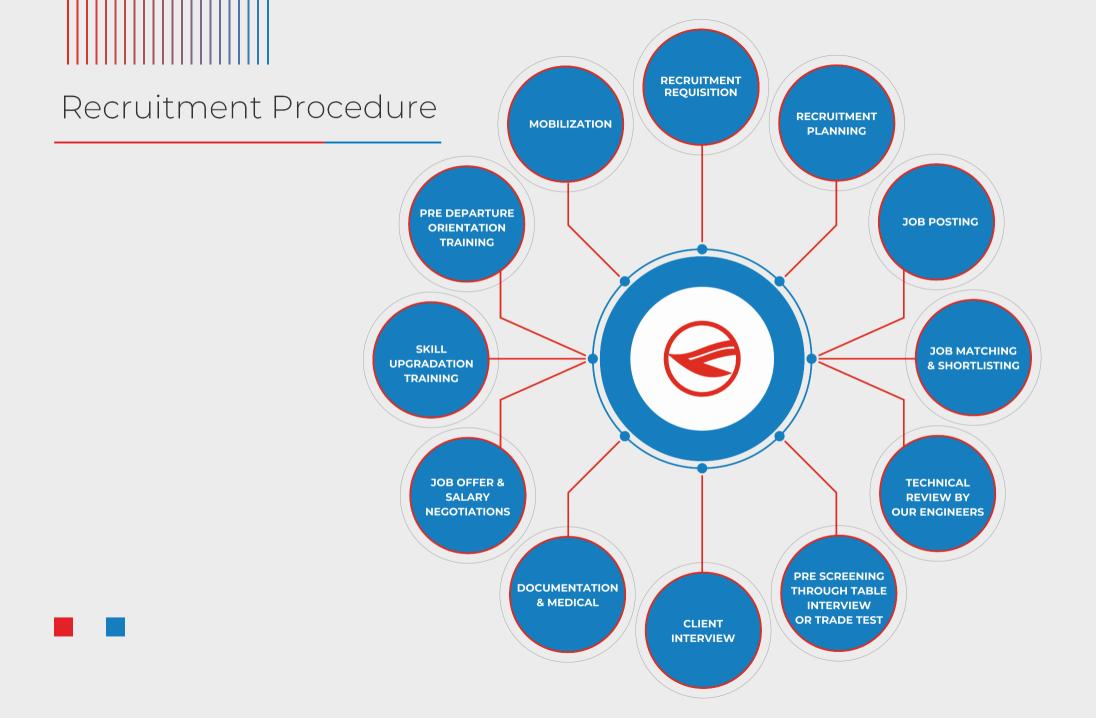
As part of our manpower business, we expressly prohibit the use of forced, compulsory, or trafficked labor. This prohibition applies to anyone, regardless of age, held in slavery or servitude. We uphold these standards not only within our organization but also expect the same high standards from our associates as well as business partners.

Preventive Measures:

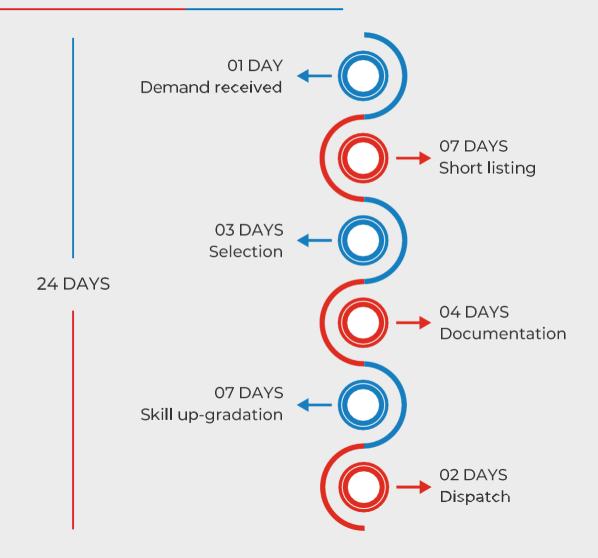
Our policy is designed to prevent slavery and human trafficking within our firm's business and our manpower business. We continuously assess and enhance our practices to identify and address any potential risks associated with modern slavery.

This Anti-Slavery and Human Trafficking Policy reaffirms our dedication to upholding human rights, fostering ethical business practices, and contributing to the eradication of modern slavery. Together with our associates and partners, we strive to create a working environment that is free from exploitation and respects the dignity of every individual.





Recruitment Timeline & Process



Recruiting Strategy - Staff

IN HOUSE DATABASE

30%

REFERRAL NETWORK

25%

EXTERNAL RECRUITER NETWORK

15%

NEWSPAPER ADVERTISEMENT

15%

PORTALS / INTERNET / LINKEDIN











SAUDI ARAMCO TOTAL REFINING COMPANY (SATORP)





KUWAIT NATIONAL PETROLEUM COMPANY (KNPC)







SADARA CHEMICALS (KSA)









ADNOC & SPECIAL TECHNICAL SERVICES, ABU DHABI



MADINA GROUP - SHELL SHUTDOWN, QATAR



NASS GROUP, BAHRAIN





DESCON - ADGAS PROJECT, ABU DHABI



TRAINING, APPRECIATION & DEVELOPMENT



CORPORATE TRAINING SESSION BY DR. AMAN BHOSALE (Ph.D), 2023



FELICITATION CEREMONY AT CORPORATE OFFICE, 2021

TRAINING, APPRECIATION & DEVELOPMENT



TRAINING & FELICITATION AT ANNUAL CORPORATE FUNCTION, 2017



ONBOARDING AND TRAINING SESSION, 2023





Dr Sureshkumar was a speaker at the National Conclave Organized by International Organization for Migration (IOM) & NITI Aayog where he spoke about 'Understanding the critical importance of a 'Multi-Stakeholder Approach' with Private Sector to support Transformative Change in Labour Recruitment.'

Dr Sureshkumar addressing the Senior Official's meeting of Abu Dhabi Dialogue among the Asian Labour Sending & Receiving Countries at Colombo, Sri Lanka in 2018 by representing the Federation of Overseas Recruitment Association of India (FORAI).











Dr. Sureshkumar was a Guest Speaker at the UAE International Conference on World Innovative Research held at IDM University, Sharjah, which focused on "Sustainable Business Growth in Global Scenario." He addressed the audience on the topic "The Sustainable Talent Development - A Global Approach to Skilling & Hiring."

Dr. Sureshkumar was a Guest Speaker in the "Singapore International Conference on Sustainable & Innovative Practices in Management, HR and Higher Education" organized by Global Research Conference Forum in Association with National University of Singapore at NUS Campus Singapore. He presented a paper on 'Recruitment & Selection Assessment of Employees - Talent Management & Organizational Performance.'











Dr. Sureshkumar Madhsudhanan was a speaker in the "Odisha Skill Conclave 2023 – Skilling for the New World" held at Bhubaneshwar in 2023 which intended to be a landmark event that will pave the way for Odisha's emergence as a global Skill Hub, shaping a brighter future for its people and beyond.





Dr. Sureshkumar Madhusudhanan attending the Regional Conference of the Alliance of Asian Associations Overseas Employment Service Providers (OESPAAA) at Bangkok.



Dr. Sureshkumar Madhusudhanan with Consul General of Saudi Arabia to India.



Dr. Sureshkumar Madhusudhanan with Consul General Of Kuwait to India.



Dr. Sureshkumar with Consul General of Oman to India.



At Launching Ceremony of Indo Gulf & Middle East Chamber Of Commerce.



Dr. Sureshkumar Madhusudhanan meeting with then Minister of External Affairs of India, Shri. Sushma Swaraj.

CSR - ACTIVITIES





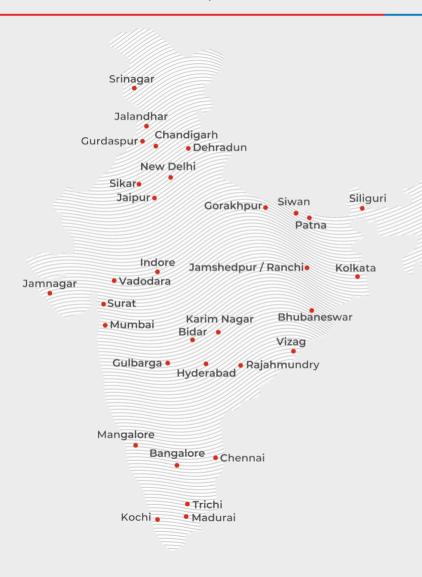




BLOOD DONATION CAMP

TREE PLANTATION

TRADE TEST CENTRES, AFFILIATES AND ASSOCIATES



























Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Sivakuamr, Prof & Head, School | Seagull gets Indo Middle East | Seagull gets Indo **Business Excellence Award**

EAGULL International, the prominent global human resource consultancy eadquartered in Mumbai, has been honoured with the Indo Middle East Business Excellence Award at the UAE International Conference in the UAE.

The award, recognising Seagull International as the 'Best Talent Acquisition and Human Resource Management Company', was presented at the IDM University in Shariah on November 19, 2023

aran. Pro Vice-Chancellor, Himalayan University: Dr Mohammad Naguibur Rahman, Associate Professor of Marketing. College of Busi ness. Umm Al-Qura University. Makkah Mukarramah. Saudi Arabia:

Seagull Int'l wins Singapore Mgmt Excellence Award '23

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ket of providing manpower

from India and Nepal to

clients in the Middle East.

Africa, Europe and Asia•

pacific. The journey began

from a modest firm or tours

and travels and later entered

Seagull International chosen as Brand of year 2019 by **CEO**magazine

MUMBAI: The CEO mogo national is an ADNOC Ce zine has selected Seagull International HR Consul- Human Resource Consul



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The Economic Times, Delhi Wednesday, 29 November 2023

DrsureshKumarMadhusudhanan sity; Prof Dr Prakash Divak-Chairman&ManagingDirector

Seagull International Group

Global Human Resource Consultants

: Suresh Kumar Madhusudhanan is Chairman & Managing Director of Seagull International Group, an esteemed entity with a distinguished 38-year history, a Government-recog nized Global Human Resource consultancy based in Mumbai with 15 branches across globe.



Seagull International Group gets **HDM** award for Best Overseas Recruitment Service Provider

nent Service Provider at the Indian HE Committee 2017 held in Gurugram, Sureshkumar Madhusudhanan, Managing Director of Seegull Group received the HDM (Human Resource Development and Management) Award at Hotel The Radisson. Gurugram, Haryana on December 15, 2017 from Bagar Nagyi. Director of Media Today.

S R Misra General Manage HR), ONGC Power Company റിക്രൂട്ട്മെന്റ് കൺസൾട്ടൻസിക്കുള്ള

offices in the UAE and Kuwait. Global Challenges for HR PI



this space, Seaguil uses the best of technology and recruitment skills to harness the power of jobseekers towards fulfilling var ous needs of an organisation Seagul is acknowledged as one of the most trusted service providers engaged in providing services to its prestigious client orldwide. Seaguil has placed more than 50 000 cardidates GCC countries and has transformed into a full-fledged global corporate HR consultant from In-

With a 30-year footprint is

Seagull...

(Contd. from page 1) well. It has tapped its presence in Mumbai, New Delhi, Kochi and Chennai in India and also internationally in Nepal, UAE, Oatar, Kuwait and Saudi Arabia. Seagull has its testing and training centres in Chennai and Kathmandu (Nepal).

I FADERS

Seagull International is led by Dr Sureshkumar Madhusudhanan, Managing Director, who holds a PhD in HR Management and a Master of Business Administration (MBA) in HR. He has been the Man-

Seagull bags Best Overseas Recruiting & Staffing Organisation of the Year award



വേൾഡ് എച്ച്ആർഡി കോൺ ഗമ്പിൻ വെച്ച് സി.സർ ഗ്രൂഷ്ട്ര് ലഭിച്ച മികച്ച വിശേശ വിക്യട്ട് ออสุ ละสร้างอังกำในก<u>ลอย อ</u>สุ การ อองกัสร้องเหมืองกลือสรี เก็บอันต์) สถามจั ณ์ ออระทั ออะกั <u>อ</u>ากรู อุสอ เกษจัยงกุล อุสตานเกร้าง เกษตัวอยุ อเกษจัยงทุยงา ഡെ അടുത്ത് അസായിൽ നിനി ഏറ്റവാണ്ടിയാരക്കെ സിഗർ ഇന്റർനാക്കനാർ ജനാൻ കാ നേൽ സി.ക്.ഗ്യാം, തർസിനസ് ഡോലം കാട്ട് കാനൽ ഫി.ജി.പ് യോൺ എന്നിവർ

ജംബൈ റി.ര.ട്ടാന് മേയന്തിൽ രവർ ഷരത്ത സേവനപാരമ്പര്യമുള്ള സിഗൾ planting ware proceedant and the fall (1995) വികോൺഗസിൻ ഏറ്റവും മികച്ചവിശേശ okaziana ambuutsahukazan an രസ്കാരം കരസ്ഥമാക്കി ഇക്കാണാമിക് ടൊസിന്റെ ഇറ്റി നൗന്ടാ ടൈംസ് ഓഫ്

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Seagull International unveils modern office building in Kochi



Dr A V Anup, Managing Director of AVA Group (Medimix) inaugurating SEAGULL SQUARE. Also seen are Dr Viju Jacob, Dr Suresh Kumar Madhusudanan, Dr N M Sharafuddin, T J Vinod, Shreyas Suresh Kumar, M G Pushpakaran, Sreelatha Lakshmi and P K Ashokan

AAT News Service

Chairman & MD of Synthite employers. Dr Jacob highlighted Group, as the Chief Guest and that while India possesses many EAGULL International Dr N M Sharafuddin, Chairman qualified individuals, the chal-Group, a distinguished of Indo-Gulf & Middle East lenge lies in creating a conducive government-recognised Chamber of Commerce, along work environment to foster dedtalent acquisition company, with With C V Saieevan, Official Lig-licated and sincere employees.

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ASSOCHAM Excellence Award for Seagull Group

■ SEAGULL International has been awarded as the Best Human Resources Consultants in India by ASSOCHAM's (The Associated Chamber of Commerce and Industry of India) 2st Service Excellence Award 2018 for Promoting Quality and Innovation, Dr. Sureshkumar Madhusudhanan Managing Director of Seagull Group received the Award from Ravi Wig Chairman of India-SAARC BIMSTEC Promotion Council at The Claridge New Delhi, Suresh Prabhu, Minister of Commerce & Industry was the Chief Guest. D.S. Rawat, Secretary General, ASSOCHAM, Dr. Vinay Sharma, Export Promotion Council for EOUs & SEZs, Ministry of Commerce & Industry, Govt. of India, CMA Rakesh Singh, Chairman, Uttar Pradesh Chapter Dr Sureshku of Assocham, Shri. K. K. Gupta, Director Resurgent India Ltd also were present during the ceremony. This is the second consecutive year Seagull is honored with the ASSOCAM Award

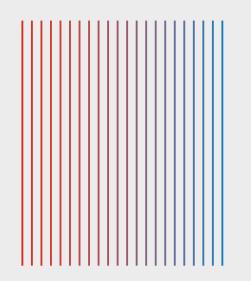
Seagull International is an ISO 9001-2015 certified Global Human Resource Consultants recognized by Ministry of External Affairs, Govt. of India, with Corporate Office in Mumba and Branches at Kochi Chennai and Overseas offices at UAF and Knwait Seagull is acknowledged as one of the most trusted service providers engage in providing human resources to their Prestigious Clients Globally. Seagull has placed more than 60,000 job aspirants in GCC countries, from India over past three decades.





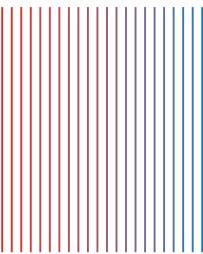
Awardees with the Minister Suresh Prabhu and other dignitaries

In the Limelight: Crafting a Memorable Business Presence





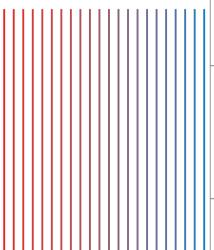
PROJECT HIGHLIGHTS



	SL NO	CLIENT	PROJECT / CONTRACTOR	POSITION
	01	MADINA GROUP Operational Excellence MADINA GROUP	Shell SATAR SHELL	TURNAROUND EXECUTION MANAGER DEPUTY TURNAROUND EXECUTION MANAGER SITE SUPERTENDENT AREA ENGINEER - MECHANICAL / PIPING WORKSHOP ENGINEER / COORDINATOR IN-CHARGE / HSE COORDINATOR (LEAD HSE) HSE SUPERVISOR HSE TRAINER HOUSEKEEPING COORDINATOR SUPERINTENDENT PIPING SUPERINTENDENT PIPING SUPERVISOR - MECHANICAL SUPERVISOR - MECHANICAL SUPERVISOR - WELDING SUPERVISOR - WELDING QUERVISOR - WELDING QUERVISOR - WELDING SUPERVISOR - WELDING SUPERVISOR - WELDING SUPERVISOR - WELDING QUENTECTOR PTW COORDINATOR PERMIT RECEIVER LOGISTIC COORDINATOR HSE OFFICER DOCUMENT CONTROLLER VALVE COORDINATOR FOREMAN - MECHANICAL FOREMAN - PIPING FOREMAN - PIPING FOREMAN - WELDING HOLE WATCH RIGGER STANDBY MAN - DG TIG AND ARC - 6G - CS/SS/ INCONEL/INCOLOY FULL TIG - FICE HIE WELL FIRE WATCH FITTER - PIPE
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SL NO	CLIENT	PROJECT / CONTRACTOR	POSITION
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03	CAPE ALTRAD ALTRAD Babcock	ADNOC SADNOC	PROJECT MANAGER - OFFSHORE CONSTRUCTION SUPERVISOR - PIPING AND STRUCTURE CONSTRUCTION SUPERVISOR - E&I OFFSHORE CONSTRUCTION AND COMMISSIONING ENGINEER E &I / MECHANICAL PLANNING ENGINEER ONSHORE CONSTRUCTION MANAGER OFFSHORE RIGGING SUPERVISOR / LIFTING APPOINTED PERSON - ONSHORE ESTIMATION ENGINEER - ONSHORE ELECTRICAL TECHNICIAS MECHANICAL TECHNICIAS MECHANICAL TECHNICIAN MECHANICA FITTERS PIPE FITTERS GENERAL FITTERS
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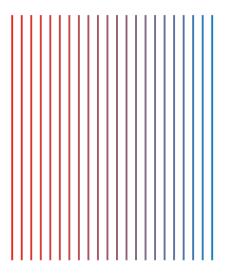
PROJECT HIGHLIGHTS



SL NO	CLIENT	PROJECT / CONTRACTOR	POSITION
05	DESCON	ADNOC ABU DHABI OIL & GAS ADNOC DAS ISLAND ADCAS ADCAS	TURNAROUND EXECUTION MANAGER DEPUTY TURNAROUND EXECUTION MANAGER SITE SUPERITENDENT AREA ENLINEER MECHANICAL / PIPING WORKSHOP ENGINEER / COORDINATOR IN-CHARGE / HSE COORDINATOR (LEAD HSE) HSE TRAINEER SAFETY OFFICER / SUPERVISOR HOUSEKEEPING COORDINATOR MALE NURSE QA / QC ENCINEER QC INSPECTOR / NDT COORDINATOR INSTRUMENTATION SUPERVISORS / QA QC INSPECTOR LEAD E&! INSTRUMENT CONTROL SPECIALIST ELECTRICAL / INSTRUMENT SUPERVISORS RIGGING SUPERVISORS RIGGING SUPERVISORS MECHANICAL / PIPING / PWHT / WELDING MATERIAL COORDINATOR / STORE SUPERVISORS LEAD PLANNEIN G- MECHANICAL / PIPING AREA PLANNER (TECHNICAL SUPPORT) COST ENGINEER PTW COORDINATOR / JOB PERFORMER MANHOUB / COSTING SUPERVISOR E&P ENGINEER / MOBILE PLANT SUPERVISOR / TRANSPORT COORDINATOR E&P TRANSPORT COORDINATOR E&P
06	DESCON	OMAN QABOOS SHUTDOWN	PROJECT MANAGER AREA CO-ORDINATOR (TA ENGR) DOCUMENT CONTROLLER MATERIAL CONTROLLER STORE KEEPER SUPERVISOR-MECHANICAL SUPERVISOR-PIPING SUPERVISOR-RIGGING SUPERVISOR-STORE FOREMAN-MECHANICAL FOREMAN-RIGGING FOREMAN-RIGGING FOREMAN-RIGGING FOREMAN-RIGGING FOREMAN-RIGGING
07	icms	aramco 🔼	SAFETY OFFICER ELECTRICAL ENGINEER INSTRUMENT ENGINEER MECHANICAL ENGINEER
08	SENDAN SENDAN	SAUDI ARABIA ARAMCO	MANAGERS - ESTIMATION & PROPOSAL MANAGERS - PROJECT S DIVISIONAL (CIVIL) MANAGERS - PROJECT CONTOOL MANAGERS - SITE / PROJECT TEMPORARY CONSTRUCTION FACILITY) MANAGERS - SITE / PROJECT TEMPORARY CONSTRUCTION FACILITY) MANAGERS - SUPERVISOR SENIOR ESTIMATION ENGINEER CIVIL, MECHANICAL COATING CREW SUPERVISOR SENIOR ESTIMATION ENGINEER CIVIL, MECHANICAL AND E&I SENIOR PLANNING ENGINEER CIVIL, MECHANICAL AND E&I SENIOR PLANNING ENGINEER / PLANNING ENGINEER - MECHANICAL, CIVIL & ELECTRICAL DOCUMENT CONTROLLER (INDIAN & NEPAL) MATERIAL CONTROLLER (INDIAN & NEPAL) QMS INTERNAL AUDITOR (INDIAN & ARAB NATIONAL) QMS ENGINEER (QUALITY MANAGEMENT SYSTEM) (INDIAN / FILIPINO / ARAB NATIONAL) CONTRACT ADMINISTRATOR / SENIOR CONTRACT ADMINISTRATOR CIVIL & STRUCTURAL DESIGN ENGINEER ELECTRICAL DESIGN ENGINEER INSTRUMENT DESIGN ENGINEER INSTRUMENT DESIGN ENGINEER MECHANICAL ROTARY DESIGN ENGINEER

SL NO	CLIENT	PROJECT / CONTRACTOR	POSITION
	SENDAN SENDAN	SAUDI ARABIA ARAMCO Salbia SABIC	MECHANICAL STATIC DESIGN ENGINEER PROCESS DESIGN ENGINEER FIRE PROTECTION / SAFETY DESIGN ENGINEER QA/QC DESIGN ENGINEER PROCESS DESIGNER PIPING DESIGNER PIPING DESIGNER MECHANICAL STATIC & ROTARY DESIGNER CIVIL DESIGNER QUANTITY SURVEYOR MECHANICAL MECHANICAL ROTATORY, ELECTRICAL MECHANICAL ROTATORY, ELECTRICAL MECHANICAL SUPERVISOR (STRUCTURAL / EQUIPMENT) QC SUPERVISOR PROCUEMENT (POCS) QA/QC MANAGER - CIVIL MECHANICAL & ELECTRICAL (ARAMCO APPROVED) MECHANICAL SUPERVISOR (STRUCTURAL / EQUIPMENT) FOREMAN STRUCTURAL & FOREMAN MECHANICAL PRODECTS ENGINEER / SENIOR ENGINEER PRODECTS - CIVIL, ELECTRICAL, MECHANICAL & INSTRUMENT TESTING & COMMISSIONING ENGINEER RELAYS TESTING & COMMISSIONING ENGINEER SUPERINTENDENT PIPING SUPERINTENDENT ELECTRICAL & INSTRUMENT CONSTRUCTION / SITE MANAGER MECHANICAL, ELECTRICAL (LOST CONTROLLER SENIOR PROCUREMENT ENGINEER SENIOR PROCUREMENT ENGINEER MANAGER / ASSISTANT MANAGER PROCUREMENT PRODECT MANAGER MECHANICAL (EPC) LAND SURVEYOR COST CONTROLLER MULTI WELDER CS & SS (TIG & ARC / FULL TIG) INSTRUMENT TECHNICIAN / SENIOR INSTRUMENT SCHEICAN FOREMAN ELECTRICIAN & INSTRUMENT SAFETY SUPERVISOR WORK PERMIT RECEIVER STRUCTURAL FIFTER STRUCTURAL
09	issal-initiage and adular framazintipal Combined Group Commission (s. COMBINED GROUP	EQUATE KUWAIT EQUATE	SCAFFOLDING LEADMAN SUPERVISOR SCAFFOLDING SAFETY OFFICER SCAFFOLDERS
10	XERVON° WORKING FOR THE FUTURE XERVON	مال المالية ADNOC ABU DHABI OIL & GAS	PLANNING ENGINEER QC INSPECTOR PAINTING PAINTING SUPERVISORS PAINTING SUPERVISORS PAINTING JOB PERFORMER HASE OFFICERS COATING SPECIALIST MECHANICAL SUPERVISORS LIFTING ENGINEERS RIGGING SUPERVISORS ROPE ACCESS SUPERVISORS ROPE ACCESS TECHNICIAN SCAFFOLDING SUPERVISORS SCAND BLASTERS BRUSH PAINTERS

PROJECT HIGHLIGHTS



SL NO	CLIENT	PROJECT / CONTRACTOR	POSITION
11	Qcon Qcon - gatar	DOLPHIN LLAND BRIEFOY AND LLAN	P & M LOGISTICS COORDINATORS DIMENSION CONTROLLER EQUIPMENT INSPECTOR SENIOR SUBCONTRACTS ENCINEERS LEAD ELECTRICAL ENGINEER LEAD INSTRUMENT ENCINEER RICGINC DARUCHTSMAN PLANNERS LP ENGINEER DOCUMENT CONTROLLER HSEO QC WELDING INSPECTORS (PIPELINE) SUPERVISOR (PIPELINE) SUPERVISOR (PIPELINE) SUPERVISOR (PIPELINE) SUPERVISOR (FOR CONTROLLER SUPERVISOR (STAPCTURE) SUPERVISOR (MACCHAINCAL) ENGINEER (MECHANICAL) ENGINEER (PEVINGOMENT) ENGINEER (CO- MECHANICAL) ENGINEER (CO- MECHANICAL) ENGINEER (CO- MECHANICAL) ENGINEER (CO- MECHANICAL) SAPETY OFFICER PERMIT CONTROLLER PIPELINE PERMIT BECIEVER (CPW) QAQC & INSTRUMENTATION ENGR CHEMIST LEAD COMMUNICATION & MEDIA OFFICER BASELOAD
12	Euro Mechanical EURO MECHANICAL	أدنـوك ADNOC ABU DHABI OIL & GAS ADNOC	MATERIAL COORDINATOR (MANPOWER POOL) R & R CONTROLLER APPOINTED PERSON RICGING SUPERVISOR HSE OFFICERS/ENGINEERS QA/QC INSPECTOR PROJECT MANAGER WELDING ENGINEER HABITAT SUPERVISOR CAMP BOSS
13	NPCC	ADNOC ABU DHABI OIL & GAS	SAFETY OFFICERS ELECTRICAL ENGINEERS INSTRUMENT ENGINEERS MECHANICAL ENGINEERS RICGING SUPERVISORS SCAFFOLDING ENGINEERS SCAFFOLDING SUPERVISORS SCAFFOLDING SUPERVISORS SCAFFOLDERS WELDERS
14	AL SUWAIDI	QCQMCO SAUDI ARABIA OIL & GAS ARAMCO	PLANNING ENGINEER SCAFFOLDING INSPECTOR SCAFFOLDING SUPERVISOR INSULATION SUPERVISOR
15	STAR OF INVESTORING COUNTRICATION COUNTRICATION COUNTRICATION CONTRACTING SERVICES COLTD.	Gramco SAUDI ARABIA OIL & GAS ARAMCO	JOB PERFORMER (MECHANICAL) MECHANICAL ENGINEER/PA PIPING SUPERVISOR/FOREMAN RIGGING SUPERVISOR/FOREMAN WELDING SUPERVISOR/FOREMAN PERMIT COORDINATOR WELDER PIPING (TIG 8 ARC - CS, SS, ALLOY) FABRICATOR PIPE FITTER
16	ADVANCED PETROSERVICES ADVANCED PETRO SERVICES	ADNOC ABU DHABI OIL & GAS ADNOC	MECHANICAL ENGINEER JOB PERFORMER (MECHANICAL) PIPING SUPERVISOR/FOREMAN RIGGING SUPERVISOR/FOREMAN WELDING SUPERVISOR/FOREMAN PERMIT COORDINATOR WELDER PIPING (TIG 8 ARC - CS.SS.ALLOY) FABRICATOR PIPE FITTER



SHRI K. MADHUSUDHANAN MEMORIAL FOUNDATION FOR CHARITY & RELIEF

SHRI K.MADHUSUDHANAN 1946 - 2007

OUR VISION

We aspire to create a world characterized by hope, inclusivity, and justice, where all individuals live with dignity and security. Our vision extends to an India free from hunger and poverty, where every child nurtures dreams for the future, and where harmony with nature prevails, fostering equality irrespective of gender, caste, or race.

OUR MISSION

Our mission is to save lives, provide social protection, eradicate poverty, and transform communities by supporting children, youth, and their families in their quest to contribute to building an incredible nation.

ABOUT THE FOUNDATION

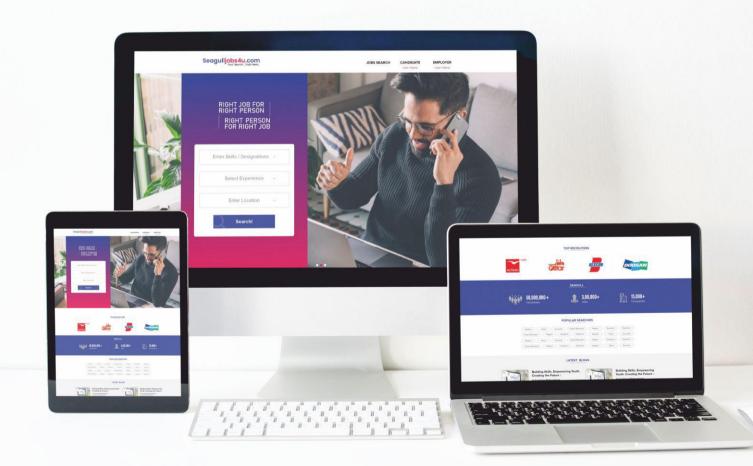
The Shri K. Madhusudanan Memorial Foundation for Charity & Relief was established in memory of the late Shri K. Madhusudanan, founder of the Seagull group of companies, who departed in 2007 after a lifetime of benevolent deeds for society and the country. In remembrance of his good deeds and to perpetuate his charitable legacy, the Seagull group formed this foundation in 1998. Its purpose is to assist the backward communities in the country by providing essential support in the form of food, accommodation, and employment opportunities in India and the Middle East.

The Shri K. Madhusudanan Foundation has facilitated over 10,000 jobs for financially disadvantaged candidates, ensuring no charges for employment and covering all expenses related to their recruitment. As a non-profit organization, we create opportunities for holistic development in three key areas: Education, Skill Development and Social Enterprise. Our core projects focus on promoting education and skill development, while our sustainable and holistic interventions in health, livelihood, education and disaster relief provide innovative solutions to deep-rooted development challenges.

Our dream and work is to contribute to a poverty-free India, aligning with the mission of our respected founder, late Shri K. Madhusudanan.

Artificial Intelligence for Recruitment & Mobilization

seagulljobs4u.com





Skill Upgradation Programs spanning from 7 days to 90 days
Productivity Enhancement Training Programs
Health & Safety Training Programs
Complimentary Food & Accommodation for all the students during the Training Period
Training Curriculum intricately crafted by our Technical Experts, aligning with specific Client Needs.
With more than 15 years of experience and having successfully completed Skill Upgradation Training for more than 100 satisfied clients.
Mandatory Detailed Pre Departure Orientation
Customized Training Programs, aligning with specific Client Requirements.



CALL CENTER

- A dedicated team of professionals staff our 24/7 inbound call center.
- They have the authority to report any instances of exploitation or demands for money related to job placements or recruitment.
- Candidates are encouraged to reach out for guidance and support, and to seek answers to any questions they may have regarding overseas employment.
- Seagull stands as the sole company offering these specialized recruitment services to candidates.





Empowerment is a transformative process that cultivates autonomy in individuals over their lives, society, and communities. For women, true empowerment arises when they can access opportunities without limitations or restrictions. This involves actions such as raising awareness, promoting education, improving literacy, and providing training.

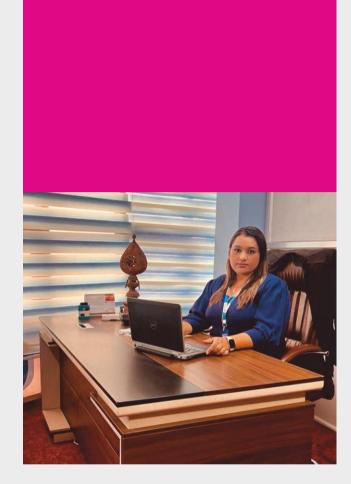
Women's empowerment is a multifaceted concept encompassing the elevation of women's status through education and awareness. It involves equipping women to make life-determining decisions and empowering them to act on these choices. Economic empowerment is a crucial aspect, ensuring women have control over resources, assets, income and their time and also involves the ability to manage risks and enhance economic status and well-being.

The empowerment of women isn't just a social goal; it's a necessity for societal development. It not only enhances the quality of human resources but also increases their quantity, contributing significantly to overall development.

At Seagull International, we recognize the paramount importance of women's empowerment. In line with this commitment, we have launched the Pink Branch - a unique initiative designed to provide women with diverse opportunities under one roof. This exclusive branch emphasizes women's recruitment, aiming to create a workplace that prioritizes and safeguards women employees from any form of exploitation. We are dedicated to fostering an environment where women can thrive, make significant contributions, and lead in various capacities. The Pink Branch, by women for women, reflects our unwavering commitment to women's empowerment, recognizing its pivotal role in societal progress and development.

CATEGORIES WE RECRUIT FROM NEPAL

NO	POSITION	
01	Sales Girl	
02	Security Guard (Female)	
03	PSBD Security Guard (Female)	
04	Cleaner (Female)	
05	Waiter (Female)	
06	Front Desk / Receptionist (Female)	
07	Cashier (Female)	
08	Supervisor / Manager Sales (Female)	
09	House Keeping (Female)	
10	Hostess / Barista (Female)	
11	Pharmacist (Female)	
12	General Cleaner Worker (Female)	
13	Factory Worker (Female)	
14	Service Crew (Female)	
15	Nanny / Midwives / Attendant (Female)	
16	Nurse (Female)	



Rekha Basnet

Branch Head - Pink Branch

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SEAGULL Staffing Solutions Pvt. Ltd. India

Seagulljobs4u.com

BOSEWELLIA
Pharmaceuticals Pvt Ltd
India

SEAGULL INTERNATIONAL
Global HR Consultants
KSA

SEAGULL INTERNATIONAL Global HR Consultants Nepal

SEAGULL INSTITUTE OF TECHNICAL TRAINING (SITT) India

SEAGULL Healthcare India & UK

> ENGPHIL Trading L.L.C UAE

CARAPACE Faciman Pvt Ltd. India

SINMAR Company Limited KSA



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15 Branches 3,00,000 MOBILIZATION

400 CLIENTS 20 COUNTRIES