



Pakistan State Oil Company Limited

PSO House, Khayaban-e-Iqbal, Clifton, Karachi-75600, Pakistan
Telephone (021) 9203866-85 Fax (021) 9203796

PAGE

REQUEST FOR QUOTATION

(THIS IS PRICE ENQUIRY-NOT AN ORDER)

SAP No.6100018750

1	OF	*
RFQ No	GFA4961SZ	
DATE	21.10.2026	

Company PSO Dummy Vendor
PAKISTAN

QUOTATION REQUIRED

ON
(Date)

03.11.2026

BY
(Time)

Please quote your best price for all items of following specifications. Please read the instructions attached herewith Rs. _____ EARNEST MONEY %
PO/DD NO. _____

Title: LPG Home Delivery Services at Gilgit Baltistan Region

S.No.	Description/Specifications	Location	Unit	Qty	Unit Price Rs.	Amount Rs.
1	<u>Home Delivery Services Gilgit Region</u>	<u>Gilgit LPG Warehouse</u>				
1.01	<u>Operation Coordinator</u> Services No. (01 Nos.) Purpose of Service: 1.,,Coordinate day-to-day operational activities across all four LPG Warehouses. 2.,,Monitor daily operational and sales activities across the assigned locations and ensure timely follow-up on pending matters. 3.,,Facilitate resolution of customer-related complaints and issues pertaining to all four locations. 4.,,Coordinate and follow up on payment-related issues and resolve all at earliest. Ensure timely submission of payment on daily basis. 5.,,Maintain proper records of outstanding customer, payment, and operational matters and ensure timely closure. 6.,,Provide support for backend system updates and operational activities in QBS, SAP, and other relevant systems. 7.,,Ensure timely and accurate updating of operational and sales-related information in relevant systems. 8.,,Ensure timely provision and submission of required regulatory information and documentation. 9.,,Provide relevant operational, sales, customer, payment, and system-related information as required by management. 10.,,Follow up with relevant stakeholders to ensure timely completion of assigned actions. 11.,,Support management in the implementation and monitoring of operational initiatives across the assigned locations. 12.,,Perform any other operational, coordination, reporting, or administrative task assigned by the Senior Manager # GF Operations & RM North.,,		<u>MON</u>	12		
1.02	<u>LPG Warehouse Incharge</u> Services No. (01 Nos.)		<u>MON</u>	12		



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Title: LPG Home Delivery Services at Gilgit Baltistan Region

S.No.	Description/Specifications	Location	Unit	Qty	Unit Price Rs.	Amount Rs.
1.03	Purpose of Service: This service is required for supervision, monitoring and record keeping of all operational activities at Plant as mention below: 1.,Manage the record of filled LPG cylinders to be handing over at morning to the drivers for home delivery and reconcile inventory after receiving back on evening. notice of PSO management. 2.,Collect the payment of new empty cylinder and gas from drivers / DG cash/card slips and reconcile payment against day's operation and maintain the same on register. 3.,Generate the manual slip for payment submission in the bank <(>&<)> concile the data with QBS system. Also of delivered cylinder according to the payment received as cash/DG cash machine/card machine against home delivery of LPG Cylinder to customers, updating & reconciling daily record before leaving the plant. 4.,Submit the whole day selling amount in company provided bank account before closing of bank, if bank is closed then submit the payment on next day morning. 5.,Keeping the record at safe place at plant. 6.,He is responsible for sharing the log sheet, payment status and order delivery status to the Head office in daily 7.,Warehouse In charge will submit the attendance sheet to the Head office team on daily basis. 8. Warehouse Incharge is responsible for scanning the cylinders before dispatching to customers, and also scan the return cylinders. 9. He is also responsible to update and reconcile the QBS System data. <u>LPG Operations Assistant</u> Services No. (01 Nos.) Purpose of Service: 1.,Complete cleaning, dusting, and sweeping of the LPG warehouse twice daily. 2.,Cleaning and dusting of all doors, windows, fixtures, fittings, and other items installed within the office and warehouse areas on a daily basis.		<u>MON</u>	12		



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S.No.	Description/Specifications	Location	Unit	Qty	Unit Price Rs.	Amount Rs.
1.04	3.,,Complete cleaning and maintenance of all washrooms on a daily basis. 4.,,Sweeping and cleaning of the entire warehouse area, including designated surrounding areas. 5.,,Dusting and cleaning of LPG cylinders prior to their dispatch to customers, ensuring that cylinders are maintained in a clean and presentable condition. 6. Dusting and cleaning of LPG cylinders present in Inventory should be the sole responsibility. 7.,,Assist the warehouse Incharge in inventory-related and other operational tasks as required. 8.,,Maintain cleanliness and hygiene standards throughout the assigned premises at all times. 9.,,Ensure proper and timely disposal of waste generated during cleaning activities at designated disposal points. 10.,,Perform any other cleaning, housekeeping, warehouse assistance, or operational task assigned by the TM, RM, or Senior Manager # GF Operations. 11. Operation assistant is also responsible in scanning the cylinders and assisting the LPG warehouse incharge. <u>Business Development Officer</u> Services No. (01 Nos.) Purpose of Service: 1.,,Conduct daily field visits within the designated area for inspection, customer development, identification of potential customers <(>,<)> and integration of new customers. 2.,,Coordinate closely with the Territory Manager (TM)/RM for the identification, development, and integration of new customers. 3.,,Engage respective communities for briefing of the PSO LPG Doorstep facility for new customer/connections. 4.,,Identify potential customers and new business development		MON	12		



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Title: LPG Home Delivery Services at Gilgit Baltistan Region

S.No.	Description/Specifications	Location	Unit	Qty	Unit Price Rs.	Amount Rs.
1.05	opportunities within the assigned area. 5.,Follow up with prospective customers and coordinate with the TM/RM to facilitate their timely integration. 6.,Submit a daily report covering field visits, inspections, customer development activities, prospective customers, follow-ups, and progress regarding new customer integration. 7.,Maintain proper records of daily field activities, customer visits <(>,<)> prospective customers, and new customer integration. 8.,Identify, coordinate, and resolve issues related to customer development and integration. 9.,Provide regular updates to the TM/RM and management regarding field activities, customer development, market opportunities, and progress against assigned objectives. 10.,Perform any other task or responsibility assigned by the TM/ RM <(>&<)> PSO-HO officials. 11.,Business Development office must have own motorbike and fuels expense for daily field visit will be provided on the submission of reports and duly endorsed by TM/RM <u>LTV Driving Services</u> Services No. (01 Nos.) Purpose of Service: 1.,, Driving Services are required for operating one PSO owned LPG vehicles for LPG cylinder transportation to home delivery services at LPG Warehouse. 2.,, Driving Services are required for company owned vehicles for LPG cylinders movement from LPG Warehouse to home deliver customers 3.,, Light duty driver must be aware of Basic English reading and capable of communicate his point of view. 4.,, Drivers services will be responsible for receiving daily ordered quantity of cylinders along with card machine for home deliver to the customers and after completing day's orders reconcile inventory with LPG		MON	12		



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S.No.	Description/Specifications	Location	Unit	Qty	Unit Price Rs.	Amount Rs.
1.06	warehouse Incharge and handover card machine/cash along with documents. 5., Preference will be given to candidate having ex-forces background. 6., Driving services must have 05 years' experience of Gas Vehicles. <u>Cylinder Delivery service</u> Services No. (01 Nos.) Purpose of Service: The LPG distribution process involves critical physical operations that ensure safe and efficient management of cylinders at various touchpoints in the supply chain. The Cylinder Handling Service is responsible for managing the movement <(>,<)> organization, and physical safety of LPG cylinders across storage<(>,<)> dispatch, and return points. 1. Safe loading and unloading of filled and empty LPG cylinders at designated locations (e.g., storage areas , delivery vehicles<(>,<)> customer sites). 2. Ensuring correct stacking, segregation (by type and status), and secure storage of cylinders as per safety and operational guidelines. 3. Assisting delivery teams in timely handover of filled cylinders and collection of empties to support smooth daily operations. 4. Regular inspection of cylinders for visible damage or defects before dispatch and upon return. 5. Supporting stock count activities and maintaining proper records for movement of cylinders Required qualification/skill/experience: 1. Should have at least 2-4 years of relevant experience in LPG operations or a related logistics/warehouse environment. 2. Familiarity with safety protocols in handling pressurized containers is essential.		MON	12		
1.07	<u>Drivers Meal Services</u> Daily Allowance for Fuel and Meal Reimbursement to be supplied by to the designated Business Development Officer (Service No.s 01) with 1000 Rs / Per working day will be given as allowance.		MON	12		



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S.No.	Description/Specifications	Location	Unit	Qty	Unit Price Rs.	Amount Rs.
2	Payment for fuel and meal service is not fixed and will be made at the end of each month as per actual work done / service provided to the Business development officer. <u>Home Delivery Services Hunza & Nagar</u> <u>Hunza LPG Warehouse</u> <u>LPG Warehouse Incharge</u> <u>MON</u> Services No. (01 Nos.) Purpose of Service: This service is required for supervision, monitoring and record keeping of all operational activities at Plant as mention below: 1.,,Manage the record of filled LPG cylinders to be handing over at morning to the drivers for home delivery and reconcile inventory after receiving back on evening. notice of PSO management. 2.,,Collect the payment of new empty cylinder and gas from drivers / DG cash/card slips and reconcile payment against day's operation and maintain the same on register. 3.,,Generate the manual slip for payment submission in the bank <(>&<)> concile the data with QBS system. Also of delivered cylinder according to the payment received as cash/DG cash machine/card machine against home delivery of LPG Cylinder to customers, updating & reconciling daily record before leaving the plant. 4.,,Submit the whole day selling amount in company provided bank account before closing of bank, if bank is closed then submit the payment on next day morning. 5.,,Keeping the record at safe place at plant. 6.,,He is responsible for sharing the log sheet, payment status and order delivery status to the Head office in daily 7.,,Warehouse In charge will submit the attendance sheet to the Head office team on daily basis. 8. Warehouse Incharge is responsible for scanning the cylinders before dispatching to customers, and also scan the return cylinders. 9. He is also responsible to update and reconcile the QBS System data.			12		



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Title: LPG Home Delivery Services at Gilgit Baltistan Region

S.No.	Description/Specifications	Location	Unit	Qty	Unit Price Rs.	Amount Rs.
2.02	<u>LPG Operations Assistant</u> Services No. (01 Nos.) Purpose of Service: - Complete cleaning, dusting, and sweeping of the LPG warehouse twice daily. - Cleaning and dusting of all doors, windows, fixtures, fittings, and other items installed within the office and warehouse areas on a daily basis. - Complete cleaning and maintenance of all washrooms on a daily basis. - Sweeping and cleaning of the entire warehouse area, including designated surrounding areas. - Dusting and cleaning of LPG cylinders prior to their dispatch to customers, ensuring that cylinders are maintained in a clean and presentable condition. - Dusting and cleaning of LPG cylinders present in Inventory should be the sole responsibility. - Assist the warehouse Incharge in inventory-related and other operational tasks as required. - Maintain cleanliness and hygiene standards throughout the assigned premises at all times. - Ensure proper and timely disposal of waste generated during cleaning activities at designated disposal points. - Perform any other cleaning, housekeeping, warehouse assistance, or operational task assigned by the TM, RM, or Senior Manager # GF Operations. - Operation assistant is also responsible in scanning the cylinders and assisting the LPG warehouse incharge.		MON	12		
2.03	<u>Business Development Officer</u>		MON	12		



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Title: LPG Home Delivery Services at Gilgit Baltistan Region

S.No.	Description/Specifications	Location	Unit	Qty	Unit Price Rs.	Amount Rs.
	Services No. (02 Nos.) Purpose of Service: 1.,,Conduct daily field visits within the designated area for inspection, customer development, identification of potential customers <(>,<)> and integration of new customers. 2.,,Coordinate closely with the Territory Manager (TM)/RM for the identification, development, and integration of new customers. 3.,,Engage respective communities for briefing of the PSO LPG Doorstep facility for new customer/connections. 4.,,Identify potential customers and new business development opportunities within the assigned area. 5.,,Follow up with prospective customers and coordinate with the TM/RM to facilitate their timely integration. 6.,,Submit a daily report covering field visits, inspections, customer development activities, prospective customers, follow-ups, and progress regarding new customer integration. 7.,,Maintain proper records of daily field activities, customer visits <(>,<)> prospective customers, and new customer integration. 8.,,Identify, coordinate, and resolve issues related to customer development and integration. 9.,,Provide regular updates to the TM/RM and management regarding field activities, customer development, market opportunities, and progress against assigned objectives. 10.,,Perform any other task or responsibility assigned by the TM/ RM <(>&<)> PSO-HO officials. 11.,,Business Development office must have own motorbike and fuels expense for daily field visit will be provided on the submission of reports and duly endorsed by TM/RM					
2.04	LTV Driving Services		MON	12		



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S.No.	Description/Specifications	Location	Unit	Qty	Unit Price Rs.	Amount Rs.
2.05	Services No. (02 Nos.) Purpose of Service: 1., Driving Services are required for operating one PSO owned LPG vehicles for LPG cylinder transportation to home delivery services at LPG Warehouse. 2., Driving Services are required for company owned vehicles for LPG cylinders movement from LPG Warehouse to home deliver customers 3., Light duty driver must be aware of Basic English reading and capable of communicate his point of view. 4., Drivers services will be responsible for receiving daily ordered quantity of cylinders along with card machine for home deliver to the customers and after completing day's orders reconcile inventory with LPG warehouse Incharge and handover card machine/cash along with documents. 5., Preference will be given to candidate having ex-forces background. 6., Driving services must have 05 years' experience of Gas Vehicles.					
	<u>Cylinder Delivery service</u> Services No. (02 Nos.) Purpose of Service: The LPG distribution process involves critical physical operations that ensure safe and efficient management of cylinders at various touchpoints in the supply chain. The Cylinder Handling Service is responsible for managing the movement <(>,<)> organization, and physical safety of LPG cylinders across storage<(>,<)> dispatch, and return points. 1. Safe loading and unloading of filled and empty LPG cylinders at designated locations (e.g., storage areas , delivery vehicles, customer sites). 2. Ensuring correct stacking, segregation (by type and status), and secure storage of cylinders as per safety and operational guidelines.		MON	12		



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2.06	3. Assisting delivery teams in timely handover of filled cylinders and collection of empties to support smooth daily operations. 4. Regular inspection of cylinders for visible damage or defects before dispatch and upon return. 5. Supporting stock count activities and maintaining proper records for movement of cylinders Required qualification/skill/experience: 1. Should have at least 2-4 years of relevant experience in LPG operations or a related logistics/warehouse environment. 2. Familiarity with safety protocols in handling pressurized containers is essential. <u>Drivers Meal Services</u> Daily Allowance for Fuel and Meal Reimbursement to be supplied by to the designated Business Development Officer (Service No.s 02) with 1000 Rs / Per working day will be given as allowance. Payment for fuel and meal service is not fixed and will be made at the end of each month as per actual work done / service provided to the Business development officer.		<u>MON</u>	12		
3	<u>Home Delivery Services Skardu Region</u>	Skardu LPG Warehouse				
3.01	<u>LPG Warehouse Incharge</u> Services No. (01 Nos.) Purpose of Service: This service is required for supervision, monitoring and record keeping of all operational activities at Plant as mention below: 1.,,Manage the record of filled LPG cylinders to be handing over at morning to the drivers for home delivery and reconcile inventory after receiving back on evening. notice of PSO management. 2.,,Collect the payment of new empty cylinder and gas from drivers / DG cash/card slips and reconcile payment against day's operation and		<u>MON</u>	12		



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3.02	maintain the same on register. 3.,,Generate the manual slip for payment submission in the bank <(>&<)> concile the data with QBS system. Also of delivered cylinder according to the payment received as cash/DG cash machine/card machine against home delivery of LPG Cylinder to customers, updating & reconciling daily record before leaving the plant. 4.,,Submit the whole day selling amount in company provided bank account before closing of bank, if bank is closed then submit the payment on next day morning. 5.,,Keeping the record at safe place at plant. 6.,,He is responsible for sharing the log sheet, payment status and order delivery status to the Head office in daily 7.,,Warehouse In charge will submit the attendance sheet to the Head office team on daily basis. 8. Warehouse Incharge is responsible for scanning the cylinders before dispatching to customers, and also scan the return cylinders. 9. He is also responsible to update and reconcile the QBS System data. <u>LPG Operations Assistant</u> Services No. (01 Nos.) Purpose of Service: 1.,,Complete cleaning, dusting, and sweeping of the LPG warehouse twice daily. 2.,,Cleaning and dusting of all doors, windows, fixtures, fittings, and other items installed within the office and warehouse areas on a daily basis. 3.,,Complete cleaning and maintenance of all washrooms on a daily basis. 4.,,Sweeping and cleaning of the entire warehouse area, including designated surrounding areas. 5.,,Dusting and cleaning of LPG cylinders prior to their dispatch to customers, ensuring that cylinders are maintained in a clean and presentable condition. 6. Dusting and cleaning of LPG cylinders present in Inventory should be		MON	12		



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3.04	regarding new customer integration. 7.,,Maintain proper records of daily field activities, customer visits <(>,<)> prospective customers, and new customer integration. 8.,,Identify, coordinate, and resolve issues related to customer development and integration. 9.,,Provide regular updates to the TM/RM and management regarding field activities, customer development, market opportunities, and progress against assigned objectives. 10.,,Perform any other task or responsibility assigned by the TM/ RM <(>&<)> PSO-HO officials. 11.,,Business Development office must have own motorbike and fuels expense for daily field visit will be provided on the submission of reports and duly endorsed by TM/RM LTV Driving Services Services No. (01 Nos.) Purpose of Service: 1.,, Driving Services are required for operating one PSO owned LPG vehicles for LPG cylinder transportation to home delivery services at LPG Warehouse. 2.,, Driving Services are required for company owned vehicles for LPG cylinders movement from LPG Warehouse to home deliver customers 3.,, Light duty driver must be aware of Basic English reading and capable of communicate his point of view. 4.,, Drivers services will be responsible for receiving daily ordered quantity of cylinders along with card machine for home deliver to the customers and after completing day's orders reconcile inventory with LPG warehouse Incharge and handover card machine/cash along with documents. 5.,, Preference will be given to candidate having ex-forces background.		MON	12		



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3.05	6.,, Driving services must have 05 years' experience of Gas Vehicles. <u>Cylinder Delivery service</u> Services No. (01 Nos.) Purpose of Service: The LPG distribution process involves critical physical operations that ensure safe and efficient management of cylinders at various touchpoints in the supply chain. The Cylinder Handling Service is responsible for managing the movement <(>,<)> organization, and physical safety of LPG cylinders across storage<(>,<)> dispatch, and return points. - Safe loading and unloading of filled and empty LPG cylinders at designated locations (e.g., storage areas , delivery vehicles, customer sites). - Ensuring correct stacking, segregation (by type and status), and secure storage of cylinders as per safety and operational guidelines. - Assisting delivery teams in timely handover of filled cylinders and collection of empties to support smooth daily operations. - Regular inspection of cylinders for visible damage or defects before dispatch and upon return. - Supporting stock count activities and maintaining proper records for movement of cylinders Required qualification/skill/experience: - Should have at least 2-4 years of relevant experience in LPG operations or a related logistics/warehouse environment. - Familiarity with safety protocols in handling pressurized containers is essential.		MON	12		
3.06	<u>Drivers Meal Services</u> Daily Allowance for Fuel and Meal Reimbursement to be supplied by to the		MON	12		



Pakistan State Oil Company Limited

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REQUEST FOR QUOTATION

(THIS IS PRICE ENQUIRY-NOT AN ORDER)

SAP No.6100018750

Company PSO Dummy Vendor
PAKISTAN

QUOTATION REQUIRED

ON
(Date)

03.11.2026

BY
(Time)

Please quote your best price for all items of following specifications. Please read the instructions attached herewith Rs. _____ EARNEST MONEY %
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3.07	designated Business Development Officer (Service No.s 01) with 1000 Rs / Per working day will be given as allowance. Payment for fuel and meal service is not fixed and will be made at the end of each month as per actual work done / service provided to the Business development officer. PPE Services Vendor will provide PPE Services to the Third-party employees. Safety Shoes = Make Bata Pakistan or Equivalent Uniforms = Cotton Material, Blue Tshirt with black jeans as per approved samples. 01st LOT of PPE's will be provided with in the month of receiving SO. 02nd LOT of PPE's will be provided with the seventh of receiving SO in the month May 2027. PPE amount will be given as per actual basis. Noncompliance of PPE's delivery so Rs 5000/ per day will be deducted from the vendor bills. (01 Set of Uniform means 01 Pants & 01 Shirts each) First lot will require 02 Uniform set which means vendor need to ensure to provide 02 Pants and 02 Shirts to the vendor. Gilgit Plant Service: (01)LTV Driving Services Home Delivery (Total 01 Service) (a)Uniforms: 4 sets (Full Sleeve Shirt) (b)Shoes: 1 pair (c)Cap & Jacket: 1 set (02) Cylinder Delivery Services (Total 01 Service) (a)Uniforms: 4 sets (Full Sleeve Shirt) (b)Shoes: 1 pair (c)Cap & Jacket: 1 set Hunza & Nagar Plant Service: (01)LTV Driving Services Home Delivery (Total 02 Service) (a)Uniforms: 8 sets (Full Sleeve Shirt)		MON	1		



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	(b)Shoes: 2 pair ()Cap & Jacket: 2 set (02) Cylinder Delivery Services (Total 02 Service) (a)Uniforms: 8 sets (Full Sleeve Shirt) (b)Shoes: 2 pair ()Cap & Jacket: 2 set Skardu Plant Service: (01)LTV Driving Services Home Delivery (Total 01 Services) (a)Uniforms: 4 sets (Full Sleeve Shirt) (b)Shoes: 1 pair ()Cap & Jacket: 1 set (02) Cylinder Delivery Services (Total 01 Services) (a)Uniforms: 4 sets (Full Sleeve Shirt) (b)Shoes: 1 pair ()Cap & Jacket: 1 set NOTE: 1. All service must be done up to the entire satisfaction of the PSO HO Team / Sales Team North. 2. Contractor will ensure that the service will be available till the completion of day's work/Sales target. 3. Contractor will submit verification reports of all his service deputed at the PSO Plant/locations. 4. If contractor could not provide all the required services, per day salary of each salary would be deducted in case of abseentism. 5. Contractor will provide PPEs as per PSO specification for all services provided by the contractor at LPG Warehouses for each month failing which Rs=5000 per day Penalty will be deducted from monthly bills. 6. The contractor will ensure that the service meet all operational requirements given by the Plant In charge. No extra payment will be made by the company for any work performed in overtime. 7. Payment will be made at the end of each month as per actual work done / service provided, subjected to the submission of the bill by the					



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	contractor. 8. Pro-rated deductions will be made from monthly bill in case of contractor could not provide any service. 16. Contractor will be responsible for carrying out the service as per company safety and security policies. 9. Contractor will meet HSE requirement and as per PSO company safety standards. 10. Contractor will obey all laws imposed by the Government or any other regulatory authority. 11. The contractor will ensure that the assignments / targets given to him by Plant In charge are performed / achieved positively, otherwise a suitable penalty will be imposed for any late reporting by Plant In charge as per terms and conditions of services order. 12. If the contractor's service was found unsatisfactory and in spite of warning from the company, the contractor fails to improve the same satisfactory within the time specified in the warning, which will not be less than 15 days, the company will terminate the contract even before one month's period. 13. Contract / PO may be extended further to One year same terms and conditions with mutual consent of the contractor after the expiry of this contract/SO. 14. Number of service may be increased / decreased, contractor will provide all required service on the same terms and conditions as per requirements of work load at plant. 15. Payment/ Salary will be made to all services to the respective workers bank account by the contractor. No cash/cheque for salaries will be allowed. 16. Contractor will make payment to all services provided at LPG Warehouses locations by the 5th of every month otherwise Rs 10,000/day and shall be counted from 6th of of each month till the salary paid and will be deducted from the monthly bill. After receiving tender documents the potential contractor must visit PSO LPG Warehouses Locations and meet with PI/PO for understanding the scope of work before submitting their bids.					



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	17. Uniforms Service should be provided by the Vendor with in the first month of PO Issuance and Second lot on May 2027. Details have already been mentioned in separate line items of PPEs. Rs 5000 will be deducted per day for noncompliance of PPEs. 18. PSO shall have the right to terminate this Service Order /contract by giving the other party at least one(01) month written notice for such termination 19. The Contractor shall be responsible to pay the Company in the event of any embezzlement / misappropriation/mishandling of cash/stocks/asset by the employees/ Service of the Operator or any one acting on its behalf. 20. The Contractor/service provider would be liable for any damage caused due to leakage of any information and misplacement of any paper or file by their deputed Services. 21. The Contractor shall indemnify the Company and shall hold the Company harmless from and against all liabilities, actions and claims that may arise in connection with any dispute between the Contractor and any other party (including the Contractor's workers /Service/ employees) whether directly or indirectly relating to the subject matter of this Contract. The Contractor shall also pay all compensation to other Services for injuries caused by any of its workers during the course his employment with the Contractor. 22. The Contractor shall at all times keep the Company fully safe(>,<)> harmless and indemnified against all actions, proceedings, claims(>,<)> losses, damage, accident, fire, injury, fatality and demands made against the Company by any Service, firm or entity/ governmental authority in respect of Handling Contract under this Service Order due or attributable to any user of the said facilities and said premises. 23. The Contractor shall employ sufficient number of his own Service to					



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	provide uninterrupted and efficient services required of him as per the preceding paragraph and this Contract. The Contractor shall alone be responsible to authorize, allow or appoint any number of Services with relevant competencies and qualification after due diligence, which may be required to fulfill contractual his obligations. 24. The workers employed by the Contractor will be the Contractor's employees who shall be responsible for their number, terms and conditions of service and any other liability, which accrue under the law of the land. Such workers shall not be in any manner considered or pose to be the employees of the Company for any purpose and the Company shall not be liable towards them on any account whatsoever. The Contractor shall be the sole authority to regulate his employees timings, work, appointment, discharge(>,<)> terminate, layoff, retrench, take disciplinary action and dismiss etc.in relation to this Contract. 25. The Contractor undertakes the responsibility to observe the applicable labor laws and enactments in operation that may be in force from time to time. If there be any default, contravention, difference , dispute or any matter arising or claims so arise relating to any right or benefit allowed or available to the employees/ Services of the Contractor, the same shall be claimed from and paid/allowed by the Contractor entirely at his own cost. The Contractor shall maintain the requisite records, registers, etc. required in this regard. 26. The Contractor shall solely be responsible for: a) Appointments & terminations of its employees; service provider shall deploy its Services with relevant competencies and qualification at Plant/ operational locations after due diligence. b) Supervision & control of its employees; c) Any act or omission by its employees, these results in any loss or damage to any party; d) Compliance by the Contractor and its employees with any local laws / regulations, specifically all labor laws and Petroleum, Gas and					



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	Environmental Laws, necessary or relevant for performance of this Service Order/ contract; e) Provision of necessary training to their deputed Service for effective performing requisite services. f) Maintaining quality of services, neatness/cleanliness of its deputed Service. In case of any complaint received through any quarter regarding deputed services, the Contractor will be responsible to investigate and take appropriate action and also ensure prevention of such occurrence in future. g) The Contractor will also bear all the losses incurred by the Company due to negligent, intentional or unintentional act/omission / commission of any illegal or unlawful act by any of its Service / representative. h) The Contractor shall be fully responsible for any accident, fatal or otherwise caused while executing the work by himself, his Service and /or his representatives. In all such cases, compensation payable to the claimant shall be on the Contractor's account and the Contractor shall keep PSO absolutely indemnified and free from such responsibility. 27. It is specifically agreed and understood that the relationship between the Company and the Contractor is restricted and confined in respect of rendering of services under this Service Order/Contract only and no agency relationship exists nor shall be deemed to exit between the Contractor and the Company. 28. The Contractor shall, to the fullest extent as permitted under the law, indemnify, defend and hold harmless to PSO, its officers(>,<)> employees, agents, and representatives, from and against any and all losses, costs, penalties, fines, damages, claims expenses (including attorney's fees) or liabilities arising out of, resulting from, or in connection with the services contemplated by this Service Order/contract. 29. Overtime for Services (if applicable) will be the responsibility by					



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	the contractor. 30. The above-mentioned LPG filling quantity in line item 1.006 may increase due to market condition and accordingly will be increase in the service order for smooth operation and meeting the sale demand of the company.					