



NAWAT AL-BASHAYER

شركة نواة البشائر

COMPANY PROFILE 2026

MANPOWER SUPPLY

INTERIOR FIT-OUT

CONSTRUCTION

REAL ESTATE

FACILITY MANAGEMENT

CLEANING & MAINTENANCE



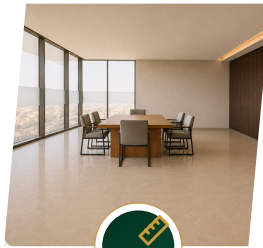
Manpower

العمالة



Construction

المقاولات



Fit-Out

التشطيب



Real Estate

العقارات



Facilities

المرافق

PROFESSIONAL SERVICES FOR EVERY NEED

خدمات احترافية لكل احتياج



Quality You Can Trust

جودة موثوقة



Professional Team

فريق محترف



Commitment & Reliability

التزام ومصادقية



Excellence in Every Service

تميز في كل خدمة



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ABOUT US

نبذة عن الشركة

Your trusted partner for manpower, property, construction and business growth.

Nawat Al-Bashayer is a Riyadh-headquartered Saudi group delivering **manpower supply, interior fit-out, construction, real estate, facility management, cleaning and maintenance** to clients across the Kingdom.

We solve one expensive problem: assembling the right people, the right trades and the right operating discipline at the right moment — without the cost, delay and compliance risk of doing it in-house.

With **500+ direct employees** and delivery experience on programmes involving **more than 10,000 workers**, we serve contractors, developers, hospitality groups, healthcare operators, logistics companies and facility owners.

Every engagement is governed by written scope, measurable service levels and a **client portal** showing what you are paying for — attendance, deployment, documents and invoices, in real time.



من نحن

شركة نواة البشائر شركة سعودية مقرها الرياض، متخصصة في توريد القوى العاملة، والتشطيبات والتأثيث الداخلي، والمقاولات، والعقارات، وإدارة المرافق، وخدمات النظافة والصيانة في جميع أنحاء المملكة. نعتزم على أكثر من ٥٠٠ موظف مباشر وخبرة في مشاريع تجاوزت ١٠,٠٠٠ عامل، ونلتزم بعقود واضحة ومستويات خدمة قابلة للقياس وشفافية كاملة عبر بوابة إلكترونية خاصة بالعميل.

“

OUR CLIENTS DO NOT BUY HOURS. THEY BUY CERTAINTY — THAT THE CREW ARRIVES, THE STANDARD HOLDS AND THE PAPERWORK SURVIVES AN AUDIT.

عملاؤنا لا يشترون ساعات عمل، بل يشترون اليقين: وصول الفريق، وثبات المعيار، ومستندات تصمد أمام التدقيق.

500+

DIRECT EMPLOYEES

موظف مباشر

10,000+

WORKERS MOBILISED

عامل تم تشغيله

6

SERVICE DIVISIONS

قطاعات خدمية

24/7

OPERATIONS SUPPORT

دعم تشغيلي



MESSAGE FROM THE CEO

كلمة الرئيس التنفيذي

“

TOGETHER, WE BUILD THE FUTURE
THROUGH PEOPLE, PROPERTIES AND
PROGRESS.

معاً نبني المستقبل بالإنسان والعقار والتقدم.

Greetings from Nawat Al-Bashayer.

I would like to express sincere appreciation to our valued clients, business partners and team members for their continued trust. Their confidence has been decisive in our growth.

Our promise to every client is simple and it does not change with the size of the contract: **the right people, on site, on time, fully documented, and fully compliant.**

Manpower is not a commodity to us — it is the operating backbone of our client's project, and we treat it with that seriousness.

We are committed to the highest standards of professionalism and integrity across every activity: from recruiting and mobilising workers, to finishing an interior to handover quality, to operating a building long after the contractor has left.

As the Kingdom accelerates under **Vision 2030**, our role is to make skilled, disciplined and lawfully employed manpower available to the projects that are building it — and to do so with transparency our clients can verify at any moment.

We look forward to serving you.



Saiful Islam Shanaz

سيف الإسلام شاهناز

الرئيس التنفيذي · Chief Executive Officer

Nawat Al-Bashayer Company

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نلتزم في نواة البشائر بأعلى معايير الاحترافية والنزاهة، ونعمل على توفير حلول قوى عاملة موثوقة وخدمات عالية الجودة، مع بناء علاقات طويلة الأمد مع عملائنا وشركائنا، ودعم مسيرة التنمية في المملكة انسجاماً مع رؤية ٢٠٣٠.



VISION, MISSION & VALUES

الرؤية والرسالة والقيم

OUR VISION

TO BE THE KINGDOM'S MOST TRUSTED PARTNER FOR WORKFORCE, INTERIORS AND PROPERTY OPERATIONS.

أن نكون الشريك الأكثر ثقة في المملكة لحلول القوى العاملة والتشطيبات وتشغيل العقارات.

OUR MISSION

DELIVER THE RIGHT WORKFORCE AND THE RIGHT FINISH — AT THE RIGHT TIME, AT A COST THAT MAKES OUR CLIENT MORE COMPETITIVE.

توفير القوى العاملة المناسبة والتنفيذ المتقن في الوقت المناسب وبتكلفة تعزز تنافسية عملائنا.

OUR VALUES

قيمنا

01

Integrity

النزاهة

We quote what we can deliver and we deliver what we quoted. No hidden mobilisation costs, no undisclosed substitutions.

02

Reliability

الموثوقية

Attendance, replacement and escalation commitments are written into the contract — and measured every month.

03

Compliance

الالتزام النظامي

Every worker is lawfully sponsored, insured and paid through the Wage Protection System — your project never inherits our risk.

04

Safety

السلامة

Induction, PPE and method statements before any worker sets foot on your site. Zero-harm is the target.

05

Quality

الجودة

Workmanship inspected against an agreed checklist — snag, rectify, sign off. Handover means finished.

06

Transparency

الشفافية

A live client portal, QR-verifiable documents and one accountable manager per contract.



Zero-Harm Target
هدف صفر إصابات



Lawful Employment
توظيف نظامي



Long-Term Partnership
شراكة طويلة الأمد



Measured Quality
جودة مقاسة



NAWAT AT A GLANCE

نواة البشائر في سطور

500+ DIRECT EMPLOYEES موظف مباشر	10,000+ WORKERS DEPLOYED عامل تم تشغيله	6 DIVISIONS قطاعات	40+ TRADES SUPPLIED تخصص مهني
72H STANDARD MOBILISATION تعبئة قياسية	24/7 SITE SUPPORT دعم ميداني	100% WPS PAYROLL حماية الأجور	1 ACCOUNT MANAGER مدير حساب واحد

WHAT WE DELIVER

- ✓ **Manpower Supply** توريد القوى العاملة
Skilled, semi-skilled and unskilled workers on short-term, long-term and project-tied contracts.
- ✓ **Interior Fit-Out & Turnkey** التشطيبات والتسليم المفتاحي
Empty shell to fully finished, furnished and operational space — one contract, one team.
- ✓ **Construction & Contracting** المقاولات والإنشاءات
Civil and MEP execution, renovation and refurbishment for commercial and residential assets.
- ✓ **Real Estate Services** الخدمات العقارية
Property and asset management, master lease, landlord and tenant services under Ejar.
- ✓ **Facility Management** إدارة المرافق
Integrated hard and soft services keeping buildings safe, clean and running.
- ✓ **Cleaning & Maintenance** النظافة والصيانة
Daily, deep and specialised cleaning plus corrective and preventive maintenance.



HEAD OFFICE

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المبنى ٧٤١٨، ٢٣٨٣ نصيب مولا المهدي — ١٢٧٣٣ حي الناصرية، الرياض، المملكة العربية السعودية

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WHY CLIENTS CHOOSE NAWAT

لماذا يختارنا عملاؤنا

Ten reasons procurement teams award work to us — and keep renewing.

- ✓ **1 · We mobilise in days, not months** تعبئة سريعة
A screened bench of workers already in the Kingdom means deployment in as little as 72 hours — no visa wait, no lost programme float.
- ✓ **2 · You carry none of the employment risk**
لا تتحملون مخاطر التوظيف
Sponsorship, Iqama, GOSI, insurance, accommodation, transport and WPS payroll remain ours. You receive invoices, not liabilities.
- ✓ **3 · Replacement is guaranteed in writing**
ضمان الاستبدال
Absent, unfit or underperforming worker? A contractual replacement window, not a favour.
- ✓ **4 · One contract covers many trades**
عقد واحد لعدة تخصصات
Civil, MEP, hospitality, cleaning, packing and fit-out from a single supplier — one negotiation, one point of accountability.
- ✓ **5 · You can verify everything, live** شفافية قابلة للتحقق
Our client portal shows attendance, deployment, documents and invoices as they happen. Documents carry a QR seal any auditor can verify.
- ✓ **6 · Fully compliant, fully auditable** التزام نظامي كامل
Qiwa contracts, Mudad/WPS wage transfers, valid Iqamas and GOSI registration. Our compliance protects your licence as well as ours.
- ✓ **7 · Fixed, transparent commercial terms**
تسعير واضح وثابت
Per-worker, per-crew or per-scope pricing agreed up front. No mobilisation surprises, no month-end variations you did not approve.
- ✓ **8 · We finish, not just supply** ننفذ ولا نورد فقط
Beyond manpower we take turnkey responsibility for interiors and fit-out — handover-ready space, snagged and signed off.
- ✓ **9 · Trained, inducted, site-ready workers**
عماله مدربة وجاهزة
Trade-tested and safety-inducted before arrival. Your supervisors manage output, not orientation.
- ✓ **10 · A partner, not a vendor** شريك لا مورد
One named account manager, monthly performance review against agreed KPIs, and a standing commitment to scale with your pipeline.

AWARDING WORK TO NAWAT CONVERTS A FIXED EMPLOYMENT BURDEN INTO A VARIABLE, CONTRACTUAL, FULLY COMPLIANT COST YOU CAN SWITCH ON AND OFF WITH YOUR PROGRAMME.

التعاقد مع نواة البشائر يحوّل عبء التوظيف الثابت إلى تكلفة متغيرة تعاقدية ملتزمة نظاماً، تُشغّل وتُوقف مع برنامج مشروعك.

72H

TYPICAL
MOBILISATION



OUR COMPETITIVE EDGE

ما يميزنا

How a Nawat contract compares with the alternatives most clients weigh.

DECISION FACTOR عامل القرار	DIRECT HIRING التوظيف المباشر	TYPICAL SUPPLIER مورّد تقليدي	NAWAT AL-BASHAYER نواة البشائر
Time to deploy زمن التشغيل	3–9 months (recruit, visa, travel)	2–6 weeks, subject to availability	72 hours – 2 weeks from an in-Kingdom bench
Employment liability المسؤولية الوظيفية	Fully yours — sponsorship, end of service, disputes	Shared / unclear on absence & exit	Entirely ours , defined in the contract
Scaling down تقليص العمالة	Costly and slow; severance exposure	Notice periods, penalty clauses	Agreed demobilisation notice , no severance exposure
Multi-trade coverage تعدد التخصصات	Separate recruitment per trade	Usually one or two specialisms	40+ trades across six divisions, one contract
Compliance evidence إثبات الالتزام	Your HR must produce it	On request, often delayed	Live portal + QR-verified documents
Attendance visibility متابعة الحضور	Your supervisors	Monthly paper timesheet	Daily digital attendance feeding the invoice
Replacement of a worker استبدال العامل	Re-run the whole hiring cycle	Best-efforts	Contractual replacement window
Scope beyond labour ما بعد التوريد	Not available	Rarely	Turnkey fit-out, FM and property operations

Lower total cost

تكلفة إجمالية أقل

You pay for productive presence — not for recruitment cycles, idle time, visas, housing or severance.

Lower programme risk

مخاطر أقل للمشروع

Crew shortfalls are our problem to solve within an agreed window, not a delay claim on your project.

Lower administrative load

عبء إداري أقل

One supplier, one invoice line per crew, one monthly review — instead of managing dozens of files.



ALIGNED WITH SAUDI VISION 2030

منسجمون مع رؤية المملكة ٢٠٣٠

The Kingdom's transformation is delivered by people on sites, in buildings and in operating facilities. That is precisely where we work.

Vision 2030 has moved the market from informal labour arrangements to a regulated, digitised and accountable employment economy — Qiwa contracts, Mudad wage protection, Ejar-registered leases and ZATCA e-invoicing. Suppliers who cannot operate inside that framework are steadily being priced out of serious tenders.

We built our operating model for that market, not against it. Every worker we deploy is lawfully contracted and paid through the banking system; every document we issue is numbered, sealed and independently verifiable.

OUR CONTRIBUTION

- ✓ **Regulated employment** التوظيف النظامي
Qiwa-registered contracts and WPS wage transfers for 100% of deployed workers.
- ✓ **Skills development** تنمية المهارات
Trade testing, safety induction and on-the-job upskilling that raises workforce productivity.
- ✓ **Saudisation support** دعم السعودة
We help clients structure crews so that national employment targets are met, not breached.
- ✓ **Digital transformation** التحول الرقمي
Paper timesheets and unverifiable PDFs replaced by a live portal and QR-sealed documents.

تعمل نواة البشائر ضمن المنظومة النظامية للمملكة: عقود موثقة في «قوى»، وصرف الأجور عبر نظام حماية الأجور، والتسجيل في التأمينات الاجتماعية، وتوثيق العقود العقارية عبر «إيجار»، والفوترة الإلكترونية وفق متطلبات هيئة الزكاة والضريبة والجمارك.



FRAMEWORKS

Regulatory frameworks we operate within

الأطر النظامية التي نعمل ضمنها

Qiwa

Labour contracts

Mudad / WPS

Wage protection

GOSI

Social insurance

Ejar / REGA

Lease registration

ZATCA

E-invoicing

Labour Law

Employment terms



OUR BUSINESS DIVISIONS

قطاعات أعمالنا

Six divisions, one accountable partner — engage any one of them, or all six.

I

Manpower Supply

توريد القوى العاملة

Skilled, semi-skilled and unskilled workers for construction, MEP, hospitality, cleaning, factory and logistics operations — short-term, long-term and project-tied.

II

Interior Fit-Out & Turnkey

التشطيبات والتسليم المفتاحي

Complete interior execution for new buildings, offices, retail, F&B and residential units: design, joinery, doors, glass, partitions, ceilings, flooring, finishing and handover.

III

Construction & Contracting

المقاولات والإنشاءات

Civil and MEP execution, structural works, renovation and refurbishment delivered by our own supervised crews.

IV

Real Estate Services

الخدمات العقارية

Property and asset management, master lease and landlord solutions, tenant services and Ejara-compliant leasing.

V

Facility Management

إدارة المرافق

Integrated hard and soft services — technical operation, PPM, security support, soft services and helpdesk.

VI

Cleaning & Maintenance

النظافة والصيانة

Daily, deep and specialised cleaning for residential, commercial, hospital and industrial premises, plus corrective and preventive maintenance.

ONE SUPPLIER ACROSS THE WHOLE

ASSET LIFECYCLE

مورّد واحد على امتداد دورة حياة الأصل

Build it, finish it, furnish it, lease it, staff it, clean it, maintain it. Most clients start with one division and consolidate the rest once they have seen the reporting.

1

Build

2

Fit-Out

3

Lease

4

Staff

5

Operate



DIVISION I

MANPOWER SUPPLY

توريد القوى العاملة

Skilled, semi-skilled and unskilled workers delivered to your site — screened, inducted, lawfully employed and ready to produce from day one. Short-term surge, long-term crew, or a full project team.

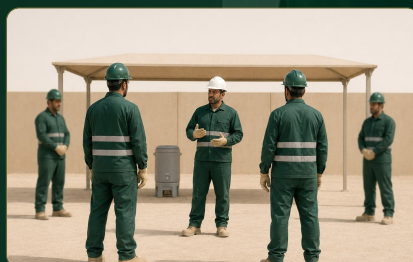
CONSTRUCTION (CIVIL)

MEP

HOSPITALITY

CLEANING

FACTORY · PACKING · LOGISTICS





NAWAT AL-BASHAYER

شركة نواة البشائر

MANPOWER SUPPLY

توريد القوى العاملة

The fastest, lowest-risk route to a productive crew in the Kingdom.

Recruiting, sponsoring, housing and paying a workforce is expensive, slow and legally exposed.

That is the problem we remove — across construction, real estate, facilities, cleaning, hospitality, logistics and industry, nationwide.

نوفر عمالة ماهرة وغير ماهرة لمختلف القطاعات في المملكة، بعقود قصيرة أو طويلة أو مرتبطة بمدة المشروع، مع تلبية كامل الالتزامات النظامية.



General & Skilled Labour Supply

توفير العمالة العامة والماهرة



Construction & Civil Crews

طواقم البناء والأعمال المدنية



MEP — Electrical, Plumbing, HVAC

فنيو الكهرباء والسباكة والتكييف



Hospitality & Catering Staff

طاقم الضيافة والتموين



Cleaning & Housekeeping Teams

فرق النظافة والتدبير الفندقي



Drivers, Warehouse & Logistics

السائقون والمستودعات واللوجستيات

500+

DIRECT
EMPLOYEES

10,000+

WORKERS
MOBILISED

72H

TYPICAL
MOBILISATION



Screened & Documented

مفحوصون وموثقون



Fast Mobilisation

تعبئة سريعة



Compliance Handled

الامتثال مكتمل



Supervised On Site

إشراف ميداني

THE RIGHT WORKFORCE. ON TIME. EVERY TIME.

القوى العاملة المناسبة، في الوقت المحدد.



CONSTRUCTION MANPOWER (CIVIL)

عمالة الإنشاءات — الأعمال المدنية

Site-ready civil trades for short surges and long structural programmes.

Our civil crews work to drawings and method statements under our own supervisors, integrating directly into your site organisation. Trade-tested before deployment, safety-inducted before entry.

TRADES SUPPLIED

 Mason (All-Rounder) بناء متعدد المهارات	 Steel Fixer حداد تسليح
 Shuttering Carpenter نجار شدات	 Scaffolder فني سقالات
 Rigger ريجر / مشغل رفع	 Painter دهان
 Tiler / Plasterer مبلط / مبيط	 Concrete Finisher فني تشطيب خرسانة
 General Helper عامل مساعد	 Site Cleaner عامل نظافة موقع
 Site Supervisor / Foreman مشرف موقع	 Safety Assistant مساعد سلامة



TYPICAL DEPLOYMENTS

Structural frame and blockwork · plastering and screed packages · finishing gangs · demolition and enabling works · site logistics crews · night-shift and fast-track recovery.

INCLUDED AS STANDARD

Accommodation · transport to site · PPE issue · safety induction · Iqama and medical insurance · WPS payroll · replacement cover · daily attendance reporting.

WHY CREWS, NOT AGENCIES

SUPERVISED, NOT JUST SUPPLIED

بإشراف لا بمجرد التوريد

Civil crews arrive with our own charge-hand, so your site engineer issues one instruction rather than briefing twelve individuals. Attendance, safety compliance and daily output are our supervisor's responsibility — and are reported to you, in writing, every week.



MEP MANPOWER

عمالة الأعمال الكهروميكانيكية

Mechanical, electrical and plumbing tradesmen with executed site experience.

MEP is where programmes are won or lost. Our tradesmen are selected for the ability to work to shop drawings, pass inspection first time and finish ahead of the deadline — under supervision that understands testing and commissioning sequences.

TRADES SUPPLIED

 Electrician / Cable Puller كهربائي	 Welder (Arc / TIG / MIG) لحام
 Fabricator فني تصنيع معادن	 Pipe Fitter فني تركيب مواسير
 Plumber سباك	 Duct Man / HVAC Technician فني مجاري هواء وتكييف
 Insulator فني عزل	 AC Technician فني تكييف
 Fire-Fighting Fitter فني أنظمة إطفاء	 MEP Helper مساعد كهروميكانيكا
 MEP Charge-hand / Foreman مشرف كهروميكانيكا	 Testing & Commissioning Hand فني اختبار وتشغيل



WHERE WE DEPLOY MEP CREWS

Commercial towers · hotels and resorts · hospitals and clinics · warehouses and cold stores · industrial plants · retail and F&B fit-out · residential compounds · maintenance and shutdown works.

TRADE-TESTED BEFORE MOBILISATION

Where a client requires it we arrange practical assessment or third-party trade testing before a worker joins the crew — so your first inspection is not the test.

PROGRAMME PROTECTION

FIRST-TIME INSPECTION PASS

اجتياز الفحص من أول مرة

MEP rework is the most expensive kind, because it is buried behind finished ceilings and walls. Our tradesmen are selected on the ability to work to shop drawings and pass consultant inspection first time — which protects your programme far more than a low hourly rate does.



HOSPITALITY & CATERING STAFF

عمالة الضيافة والإعاشة

Trained front- and back-of-house teams for hotels, restaurants and catering.

We supply fully trained waiters, kitchen and housekeeping staff at competitive cost to hotels, restaurants, catering companies, camps and event operators — for permanent rosters, seasonal peaks and single events.

TRADES SUPPLIED

 Cook / Chef de Partie طباخ	 Assistant Cook مساعد طباخ
 Kitchen Helper مساعد مطبخ	 Chopper / Prep Hand فني تحضير
 Dishwasher / Steward عامل غسيل أواني	 Waiter / Waitress نادل / نادلة
 Barista باريستا	 Housekeeping Attendant عامل تدبير فندقي
 Laundry Attendant عامل مغسلة	 Banquet / Event Crew طاقم مناسبات



PRESENTATION STANDARDS

Grooming and uniform standards agreed before deployment · food-handling hygiene awareness · service etiquette briefing · language capability matched to the venue's guest profile.

FLEXIBLE ROSTERING

Split shifts, weekend peaks, Ramadan and Hajj/Umrah surges and short-notice event crews — scaled against your occupancy, not against a fixed headcount.

GUEST-FACING QUALITY

YOUR BRAND, THEIR CONDUCT

سمعتكم في تعاملهم

In hospitality the supplied worker **is** the guest experience. Grooming, punctuality, service etiquette and language capability are agreed with you before deployment, and any staff member you find unsuitable is replaced without debate.



CLEANING & HOUSEKEEPING MANPOWER

عمالة النظافة والتدبير

Experienced crews for residential, commercial, healthcare and public environments.

Our cleaning workers are experienced operatives, not casual labour — trained on chemicals, colour-coded equipment and the hygiene protocols the environment demands. Supplied either as a supervised crew under your management, or as a fully managed service.

TRADES SUPPLIED

 Residential Cleaner عامل نظافة سكني	 Office & Commercial Cleaner عامل نظافة مكاتب
 Hospital Cleaner عامل نظافة مستشفيات	 Market / Mall Cleaner عامل نظافة أسواق
 Road & External Cleaner عامل نظافة طرق	 Construction Cleaner عامل نظافة مواقع
 Façade & Glass Cleaner عامل تنظيف واجهات	 Deep-Cleaning Operative فني تنظيف عميق
 Watchman / Guard Helper حارس / مساعد أمن	 Cleaning Supervisor مشرف نظافة



HEALTHCARE-GRADE DISCIPLINE

For hospitals and clinics we deploy crews briefed on infection-control zoning, colour-coded equipment segregation, clinical waste handling awareness and restricted-area protocols.

COVER IS CONTRACTUAL

Absence cover and replacement timelines are written into the agreement — not left to goodwill.

CONTINUITY OF SERVICE

COVER IS CONTRACTUAL

التغطية التزام تعاقدي

Cleaning is the one service everybody notices the moment it stops. Absence cover, replacement timelines and minimum daily headcount are written into the agreement — so a sick operative is our scheduling problem, never your reception area's problem.



FACTORY, PACKING & LOGISTICS

عمالة المصانع والتعبئة واللوجستيات

Production, packing, loading and warehouse crews that hit throughput targets.

Production and distribution operations live or die on throughput. Our factory and warehouse crews are experienced hands who reach target output quickly and sustain it through shift patterns, seasonal peaks and campaign runs.

TRADES SUPPLIED

 Production Line Operative عامل خط إنتاج	 Product Packaging Worker عامل تعبئة وتغليف
 Machine Operator مشغل ماكينة	 Container Loader / Unloader عامل تحميل وتفريغ
 Warehouse Helper مساعد مستودع	 Picker / Packer عامل فرز وتجهيز
 Forklift Helper مساعد رافعة شوكية	 Stock / Inventory Helper مساعد مخزون
 Delivery Helper مساعد توصيل	 Shift Supervisor مشرف وردية



SHIFT COVERAGE

Single, double and three-shift rotations · night operations · weekend and holiday cover · campaign and seasonal surges · short-notice call-off crews.

OUTPUT, NOT JUST HEADCOUNT

Where you work to a measurable target — cartons packed, containers turned, orders picked — we will structure the engagement around agreed productivity rates.

THROUGHPUT, NOT HEADCOUNT

PAID FOR WHAT IS PRODUCED

الأجر مقابل الإنتاج

Where your operation works to a countable target, we will price against agreed productivity rates instead of pure headcount — so scaling the crew becomes a commercial decision rather than a guess.



FROM ENQUIRY TO SITE

من الطلب إلى الموقع

Our mobilisation process — eight controlled steps, typically 72 hours to two weeks.

- 1 Requirement capture** استلام المتطلبات
Trades, headcount, duration, shift pattern, site location, start date and any client-specific testing or documentation requirements — captured in writing.
- 2 Commercial proposal** العرض التجاري
A rate per worker or per crew, inclusions clearly stated (accommodation, transport, PPE, overtime basis) and the replacement and demobilisation terms.
- 3 Contract & Qiwa registration** التعاقد والتوثيق
Service agreement signed; worker employment contracts registered through Qiwa; insurance and GOSI confirmed.
- 4 Selection & trade testing** الاختيار والاختبار المهني
Workers selected from our in-Kingdom bench against the trade specification, with practical assessment where the client requires it.
- 5 Documentation & induction** التوثيق والتهيئة
Iqama and medical validity verified, ID cards issued, safety induction and site-rules briefing completed before travel.
- 6 Mobilisation** التعبئة والنقل
Accommodation and transport arranged; crew delivered to site with supervisor, PPE and a named point of contact.
- 7 Daily operation & attendance** التشغيل والحضور اليومي
Attendance captured digitally each day; issues escalated same-day; replacements actioned within the contractual window.
- 8 Reporting, invoicing & review** التقارير والفوترة والمراجعة
Monthly timesheet reconciliation, ZATCA-compliant invoice, and a performance review against agreed KPIs.



BECAUSE OUR WORKERS ARE ALREADY IN THE KINGDOM, LAWFULLY SPONSORED AND DOCUMENTED, STANDARD CREWS MOBILISE IN AS LITTLE AS 72 HOURS. SPECIALIST OR TRADE-TESTED CREWS TYPICALLY NEED ONE TO TWO WEEKS.

لأن عمالتنا داخل المملكة وبكفالة ومستندات سارية، يمكن تعبئة الطواقم القياسية خلال ٧٢ ساعة.

72H

STANDARD
MOBILISATION



COMPLIANCE & WORKER DOCUMENTATION

الالتزام النظامي وتوثيق العمالة

Your project should never inherit a supplier's employment risk. With ours, it does not.

Every worker we deploy is lawfully employed, correctly documented and paid through the banking system. We evidence it on demand — in the portal, not in a promise.

- ✓ **Valid Iqama & sponsorship** إقامة وكفالة سارية
Residency and sponsorship verified before deployment and monitored for expiry throughout the contract.
- ✓ **Qiwa-registered contract** عقد موثق في «قوى»
Each worker holds a registered employment contract consistent with the role deployed to your site.
- ✓ **WPS / Mudad wage payment** صرف الأجر عبر حماية الأجور
100% of wages are paid by bank transfer through the Wage Protection System — never in cash.
- ✓ **GOSI registration** التسجيل في التأمينات الاجتماعية
Social insurance registration maintained for the duration of employment.
- ✓ **Medical insurance** التأمين الطبي
Valid health insurance cover for every deployed worker, as required by law.
- ✓ **Occupational safety induction** تهيئة السلامة المهنية
Documented induction and PPE issue before a worker enters any client site.
- ✓ **Company ID card** بطاقة تعريف الشركة
Photo ID with a verification QR code, so site security can confirm identity instantly.

WHY THIS PROTECTS YOU

A client can be drawn into disputes created by an unlawfully employed or unpaid workforce — through site stoppages, inspection findings, or reputational exposure with the principal. Our compliance is therefore not administration: it is the single largest risk we take off your balance sheet.

AUDIT PACK — AVAILABLE ANY TIME

Worker list with Iqama status · registered contract evidence · WPS transfer confirmation · GOSI and insurance status · induction and PPE records · daily attendance history · invoices with matching timesheets.



نتحمل كامل الالتزامات النظامية تجاه العاملين: الإقامة والكفالة، وتوثيق العقود في «قوى»، وصرف الأجر عبر نظام حماية الأجور، والتسجيل في التأمينات الاجتماعية والتأمين الطبي، مع توفير ملف تدقيق كامل للعميل عند الطلب.



ENGAGEMENT MODELS

نماذج التعاقد

Choose the commercial structure that matches how your work actually arrives.

MODEL النموذج	BEST FOR الأنسب لـ	HOW YOU PAY طريقة الدفع	COMMITMENT الالتزام
Call-Off Labour عمالة عند الطلب	Unpredictable volume, short surges, event and shutdown work	Per worker, per day worked	No minimum headcount
Monthly Crew طاقم شهري	Steady ongoing operations — cleaning, warehouse, hospitality rosters	Fixed monthly rate per worker	Rolling, 30-day notice
Project-Tied Team فريق مرتبط بالمشروع	Construction and MEP packages with a defined programme	Monthly rate for the programme duration	Duration of the works
Supervised Gang طاقم بإشراف نواة	Clients who want output managed, not workers managed	Crew rate including our supervisor	Agreed scope period
Managed Service خدمة مُدارة	Cleaning, FM and soft services delivered to an SLA	Fixed monthly service fee against KPIs	12 months, renewable
Turnkey Scope تنفيذ بالتسليم المفتاحي	Interior fit-out and finishing works	Lump sum against a priced scope and milestones	Per contract

Always included

مشمول دائماً

Sponsorship & Iqama · WPS payroll · GOSI & insurance · accommodation · transport · PPE · induction · ID cards · attendance reporting.

Priced transparently

تسعير شفاف

Overtime basis · trade testing · out-of-region deployment · client uniforms · night-shift allowances — quoted up front, never invoiced as a surprise.

Agreed before award

يُتفق عليه قبل الترسية

Replacement window · demobilisation notice · escalation contacts · invoicing cycle · KPI set and review cadence.

NOT SURE WHICH
MODEL FITS?

SEND US YOUR
PROGRAMME

أرسل لنا برنامجك

We will propose the structure with the lowest cost of productive presence — **even where that means a smaller contract for us.**



DIVISION II

INTERIOR FIT-OUT & TURNKEY

التشطيبات والتسليم المفتاحي

From an empty newly constructed building to a fully finished, furnished and ready-to-use space — we manage and execute the complete interior works under one contract and one accountable team.

DESIGN & DECORATION

JOINERY & FURNITURE

DOORS · GLASS · ALUMINIUM

CEILINGS & FLOORING

KITCHENS & LIGHTING





COMPLETE INTERIOR SOLUTIONS

حلول داخلية متكاملة

One company. One team. One contract. A finished space.

We provide complete interior fit-out and finishing for new buildings, offices, commercial spaces and residential properties — from planning and decoration through to final finishing and installation.

Most fit-out delays are not technical. They are caused by **coordination between too many small contractors** — the carpenter waiting on the ceiling, the ceiling waiting on the electrician. **We remove that entirely**, taking single-point responsibility for the whole interior scope: sequence, supervision, materials, quality and handover.



SINGLE-POINT RESPONSIBILITY

One priced scope · one programme · one site supervisor · one snag list · one handover · one warranty conversation. No sub-trade finger-pointing.

نطاق واحد وبرنامج واحد ومشرف واحد وتسليم واحد.

OUR INTERIOR SERVICES

خدماتنا الداخلية

 Interior Design & Decoration التصميم والديكور	 Custom Furniture & Carpentry الأثاث والنجارة
 Tables, Wardrobes & Cabinets الطاوولات والخزائن	 Doors & Door Installation الأبواب والتركيب
 Glass & Aluminium Works الزجاج والألمنيوم	 Partitions & Office Partitions القواطع وقواطع المكاتب
 False Ceiling & Gypsum الأسقف المستعارة والجبس	 Wall & Ceiling Finishing تشطيب الجدران والأسقف
 Flooring & Tile Installation الأرضيات والبلاط	 Kitchen & Built-in Furniture المطابخ والأثاث الثابت
 Painting & Decorative Finishing الدهانات والزخرفة	 Lighting & Interior Fixtures الإضاءة والتجهيزات
 Reception & Office Setup تجهيز الاستقبال والمكاتب	 Commercial & Residential Fit-Out تشطيب تجاري وسكني
 Complete Turnkey Interiors حلول بالتسليم المفتاحي	 Whole-Building Interior Works أعمال داخلية كاملة



JOINERY & CUSTOM FURNITURE

النجارة والأثاث المفضل

Made to your dimensions, your finish and your budget — in our workshop, installed by our fitters.

Off-the-shelf furniture rarely fits a real building. Columns, service risers, sloped ceilings and awkward corners waste usable area. Custom joinery recovers it. We manufacture and install bespoke furniture to the client's drawings or to a design we develop with them — with material, finish, edge detail and hardware agreed and sampled before production starts.

WHAT WE MAKE

- ✓ **Wardrobes & storage walls** الخزائن وجدران التخزين
Floor-to-ceiling wardrobes, sliding and hinged systems, internal fit-outs, mirrors and lighting.
- ✓ **Tables & desks** الطاولات والمكاتب
Executive desks, workstation clusters, meeting and boardroom tables, reception counters.
- ✓ **Cabinets & units** الخزائن والوحدات
Base and wall units, filing and credenza units, display and retail cabinetry — sized to the room, not to a catalogue.
- ✓ **Wall panelling & feature walls** الكسوة الخشبية والجدران المميزة
Timber, laminate, acoustic and upholstered panelling for reception and boardroom spaces.



MATERIALS WE WORK IN

HPL & melamine laminate · MDF and blockboard carcassing · natural and engineered timber veneer · solid hardwood detailing · acrylic and PVC finishes · glass, mirror and metal inserts · quality hinge, slide and lift hardware.

SAMPLES BEFORE PRODUCTION

Finish, colour, edge and hardware are approved on physical samples first. Nothing goes into manufacture on the strength of a screen render.

WHY BESPOKE PAYS

RECOVERED FLOOR AREA

استرجاع المساحة المهدورة

Columns, risers and awkward corners waste usable floor area when standard furniture is dropped into a real building. Purpose-made joinery reclaims it — which is why bespoke often costs **less per usable square metre** than buying off the shelf.



DOORS, GLASS, ALUMINIUM & PARTITIONS

الأبواب والزجاج والألمنيوم والقواطع

The elements that define how a space is divided, secured and experienced.

01

Doors & Door Installation

الأبواب والتركيب

Internal and entrance doors — flush and panelled timber, laminate and veneer faced, fire-rated sets, glazed and semi-glazed leaves, sliding and folding systems. Frames, architraves, ironmongery, closers and access hardware fitted and adjusted.

02

Glass & Aluminium Works

أعمال الزجاج والألمنيوم

Aluminium framing, glazed screens and doors, shopfronts and entrances, tempered and laminated safety glass, frameless glass partitions and doors, mirrors, balustrades and handrails, and window systems for new and refurbished buildings.

03

Partitions & Office Partitions

القواطع وقواطع المكاتب

Drywall and gypsum block partitions, acoustic and fire-rated build-ups, single and double glazed office partition systems, demountable and modular partitions, workstation dividers, and complete floor-plate subdivision.

04

False Ceiling & Gypsum Works

الأسقف المستعارة والجبس

Suspended gypsum board and mineral tile ceilings, bulkheads and coves, curved and stepped feature ceilings, acoustic and moisture-resistant systems, plus coordination of light fittings, diffusers, sprinklers, detectors and speakers within the grid.



Ceilings & Bulkheads
الأسقف والكاسيات



Shopfronts & Glazing
الواجهات والزجاج



Office Partitions
قواطع المكاتب

COORDINATION IS THE REAL SKILL

Ceilings, partitions and MEP occupy the same void. Because we hold all three scopes, service routes and ceiling access are resolved on paper before installation — not by cutting finished work afterwards.

COMPLIANCE WHERE IT MATTERS

Fire-rated doors, partitions and ceilings are specified and installed to the rating called for by the design and the authority having jurisdiction — with the supporting documentation handed over at completion.



FINISHING, FLOORING & PAINTING

التشطيبات والأرضيات والدهانات

The surfaces your client, tenant or guest actually touches and judges.

WALL & CEILING FINISHING

- ✓ **Plaster & skim finishing** التبييض والتنعيم
Substrate preparation, plastering, skim coat and levelling to a flat, paint-ready surface.
- ✓ **Decorative finishes** التشطيبات الزخرفية
Textured and stucco effects, wallpaper, fabric and vinyl coverings, wall panelling and feature treatments.
- ✓ **Painting & coatings** الدهانات والطلاءات
Interior emulsion, enamel and specialist coatings — washable, anti-bacterial, moisture and heat-resistant systems where the space requires it.

FLOORING & TILE INSTALLATION

- ✓ **Ceramic, porcelain & marble** السيراميك والبورسلان والرخام
Floor and wall tiling, large-format installation, skirting, thresholds and wet-area detailing.
- ✓ **Vinyl, laminate & timber** الفينيل واللامينيت والخشب
LVT, laminate and engineered timber flooring with correct subfloor preparation and levelling.
- ✓ **Carpet & specialist floors** السجاد والأرضيات الخاصة
Carpet tiles and broadloom, epoxy and industrial coatings, raised access floors and anti-slip systems.



WHY FINISHING DECIDES REPEAT WORK

A tenant never inspects the structure. They inspect the paint line at the skirting, the tile joint at the threshold and the door that does not close cleanly. Our snag process targets exactly those details before we invite handover.

PROTECTION & CLEANLINESS

Finished floors, frames and joinery are protected until handover, and the space is builder-cleaned and then finish-cleaned by our own cleaning division before the client walks it.



KITCHENS, LIGHTING & OFFICE SETUP

المطابخ والإنارة وتجهيز المكاتب

The fitted elements that turn a finished shell into a working space.

01

Kitchens & Built-In Furniture

المطابخ والأثاث الثابت

Residential and commercial kitchens designed, manufactured and installed — base and wall units, worktops in laminate, quartz or solid surface, splashbacks, sinks and taps, plus appliance, water and extract connections.

02

Lighting & Interior Fixtures

الإنارة والتجهيزات الداخلية

Lighting layout and installation — recessed, linear, track, cove and decorative fittings — with switching, dimming and emergency lighting coordinated into the ceiling design.

03

Reception & Office Setup

تجهيز الاستقبال والمكاتب

Reception counters and back-walls, waiting areas, meeting and board rooms, open-plan workstations, storage walls, pantry and break-out areas, and signage — a complete workplace, not a list of items.

COMMERCIAL & RESIDENTIAL FIT-OUT

The same team and the same discipline apply whether we finish a single villa floor or a full commercial plate:



Corporate offices & HQ

المكاتب والمقرات



Retail units & showrooms

المحلات وصالات العرض



Restaurants, cafés & F&B

المطاعم والمقاهي



Clinics & medical suites

العيادات والمنشآت الطبية



Apartments & villas

الشقق والفلل



Hotels & serviced units

الفنادق والوحدات المخدمة



FURNISH IT TOO

Because we manufacture joinery in-house and supply manpower, we can hand over a space that is not merely finished but furnished, equipped and staffed — ready to trade on day one.

ننفذ التشطيبات التجارية والسكنية بالكامل: المطابخ والأثاث الثابت، والإنارة والتجهيزات، ومناطق الاستقبال والمكاتب، لنسلم مساحة جاهزة للاستخدام الفوري.



TURNKEY DELIVERY METHODOLOGY

منهجية التسليم المفتاحي

How an empty newly constructed building becomes a finished, ready-to-use space.

- 1 Site survey & brief** المعاينة وتحديد المتطلبات
We measure the actual space — not the drawing — record services and constraints, and agree the functional brief, standard of finish and target opening date.
- 2 Design & material selection** التصميم واختيار المواد
Layouts, elevations and finishes developed and presented with physical samples. The client approves scheme, specification and sample board before pricing is fixed.
- 3 Priced scope & programme** العرض المسعر والبرنامج
A line-by-line priced scope with quantities, an activity programme with milestones, and a payment schedule tied to those milestones.
- 4 Mobilisation & protection** التعبئة وحماية الموقع
Site set-up, protection of existing finishes and lifts, access and permit coordination with building management, and materials staged.
- 5 First fix** التمديدات الأولية
Partitions framed, ceiling grids set out, electrical and mechanical routes installed and coordinated, door and glazing openings formed.
- 6 Second fix & finishes** التركيبات والتشطيبات
Boarding and plastering, flooring, joinery, doors and glazing, painting and decorative finishes, kitchens and fixed furniture.
- 7 Testing, snagging & rectification** الاختبار والملاحظات والمعالجة
Systems tested and our own snag inspection rectified, then a joint client walk-through with a written snag list closed out before handover.
- 8 Cleaning & handover** التنظيف والتسليم
Full finish clean, protection removed, keys and access devices handed over with warranties and as-installed information.



COMMERCIAL TERMS

**FIXED SCOPE,
FIXED PRICE**

نطاق ثابت وسعر ثابت

Variations only where you instruct a change, priced and approved in writing first. **Milestone payments** follow verified progress, and a defined defects liability period runs after handover.



FIT-OUT PACKAGES BY SECTOR

باقات التشطيب حسب القطاع

Indicative scopes clients most often award — each priced to the actual space after survey.

PACKAGE الباقة	TYPICAL SCOPE النطاق المعتاد	DELIVERED OUTCOME النتائج المسلم
Corporate Office مكاتب الشركات	Partitions & glazed screens · false ceiling · flooring · lighting · workstations, desks and storage walls · reception counter · meeting and board rooms · pantry · painting and signage	A complete workplace, furnished and lit, ready for staff on the agreed date
Retail & Showroom المحلات وصلات العرض	Shopfront glazing and entrance · display cabinetry and shelving · feature ceilings and lighting · flooring · cash counter · back-of-house storage · finishing and branding surfaces	A trading unit that presents the brand and passes landlord and authority inspection
Restaurant & Café المطاعم والمقاهي	Seating and dining joinery · service and bar counters · kitchen fit-out coordination · extract and services routing · washable wall finishes · durable flooring · decorative lighting · washrooms	Front and back of house finished together, so opening is not held up by one trade
Residential Unit الوحدات السكنية	Wardrobes and built-in storage · kitchen · doors and ironmongery · flooring and tiling · gypsum ceilings · painting and decorative finishes · lighting · bathroom fittings	An apartment or villa floor ready to hand to a tenant or owner, snagged and cleaned
Clinic & Medical العيادات والمنتشآت الطبية	Consultation and treatment room partitions · hygienic wall and floor finishes · reception and waiting area · storage and utility joinery · clean lighting layouts · door sets with access control	A space finished to the hygiene and access standards the operating licence requires
Whole Building مبنى كامل	Complete interior works for a newly constructed building — furniture, doors, glass, partitions, ceilings, flooring, decoration, finishing and all required installations, floor by floor	An empty shell delivered as a fully finished, ready-to-use asset under one contract

ONE COMPANY. ONE TEAM. COMPLETE INTERIOR SOLUTION. SEND US THE FLOOR PLAN AND WE WILL RETURN A MEASURED, PRICED SCOPE AND A PROGRAMME.

شركة واحدة، فريق واحد، حل داخلي متكامل. أرسل المخطط ونعيد إليك نطاقاً مسعراً وبرنامجاً زمنياً.



DIVISION III

CONSTRUCTION & CONTRACTING

المقاولات والإنشاءات

Civil and MEP execution, structural works, renovation and refurbishment — delivered by our own supervised crews, to programme, under a single accountable contract.

CIVIL WORKS

MEP EXECUTION

RENOVATION

REFURBISHMENT

SITE LOGISTICS





CONSTRUCTION & CONTRACTING

المقاولات والإنشاءات

Execution capability backed by our own workforce — not by subcontracting your risk onward.

Because we employ our trades directly, we can commit to programme dates that labour-broking contractors cannot — and surge the crew when the programme slips for reasons outside our control.

CIVIL & STRUCTURAL WORKS

- ✓ **Concrete & structural works** الأعمال الخرسانية والإنشائية
Formwork, reinforcement and concrete placement, structural repairs and strengthening.
- ✓ **Blockwork & plastering** أعمال البناء والتبييض
Internal and external blockwork, plastering, screeds and levelling.
- ✓ **Demolition & enabling works** الهدم والأعمال التحضيرية
Controlled strip-out, soft demolition, waste removal and site preparation.

MEP EXECUTION

- ✓ **Electrical installation** الأعمال الكهربائية
Containment, cabling, distribution boards, lighting and power, testing and certification support.
- ✓ **Mechanical & HVAC** الأعمال الميكانيكية والتكييف
Ductwork, equipment installation, pipework, insulation, balancing and commissioning support.
- ✓ **Plumbing & drainage** السباكة والصرف
Water supply, sanitary installation, drainage and pump sets.



HOW WE TAKE ON WORK

As a **labour and supervision package** under the main contractor · as a **priced trade package** (blockwork, plaster, finishes, MEP first fix) · or as a **complete renovation contract** for an owner.

RENOVATION & REFURBISHMENT

Occupied-building refurbishment, floor-by-floor upgrades, façade and common-area works, unit turnover programmes for landlords, and phased works planned around tenant operations and out-of-hours access.



SITE ORGANISATION & PROJECT CONTROL

التنظيم الميداني وضبط المشاريع

How we keep a construction package on programme once the crew is on site.

SITE ORGANISATION

- ✓ **Named lead + crew supervisors** مسؤول مشروع ومشرفو الطواقم
One person accountable to you for programme, quality and workforce — and our own charge-hand over every gang, so instructions are given once and followed.
- ✓ **Daily labour allocation** توزيع يومي للعمالة
Crews assigned to activities each morning against the look-ahead programme, and recorded.
- ✓ **Materials & logistics control** ضبط المواد واللوجستيات
Delivery scheduling, storage and waste removal planned so trades never wait on materials.

PROGRAMME & REPORTING

- ✓ **Two-week look-ahead** برنامج أسبوعين
Rolling short-term programme issued to the client, showing exactly which activities each crew will complete.
- ✓ **Weekly progress report** تقرير تقدم أسبوعي
Progress against programme, labour histogram, issues raised and decisions we need from you.
- ✓ **Photographic record** توثيق مصور
Dated photographs of covered work — invaluable when a question arises months later.
- ✓ **Written variation control** ضبط الأوامر التغييرية
No change is executed without a priced, written instruction. No surprise claims at final account.



THE CLIENT'S REAL QUESTION

"If this package slips, when will I hear about it?" Our answer: in the weekly report at the latest, and by phone the same day if it threatens a milestone. **Bad news early is part of the service.**

INTERFACE MANAGEMENT

We work alongside the main contractor, consultant and other trade packages — attending coordination meetings, respecting permit systems, and sequencing our work around the site's shared constraints.



DIVISION IV

REAL ESTATE SERVICES

الخدمات العقارية

Property and asset management, master lease and landlord solutions, tenant services and Ejara-compliant leasing — protecting the value of the asset and the income it produces.

PROPERTY MANAGEMENT

MASTER LEASE

LANDLORD SERVICES

TENANT SERVICES

EJARA COMPLIANCE





PROPERTY & ASSET MANAGEMENT

إدارة الأملاك والأصول

We run the property so the owner receives income, reporting and peace of mind.

Owning property in the Kingdom is straightforward. Operating it — leasing, collecting, maintaining and staying compliant with Ejar and REGA — is what consumes an owner's time. Nawat takes the operating burden and returns a managed asset: occupied, maintained, documented and reported.

- ✓ **Leasing & tenant acquisition** التأجير واستقطاب المستأجرين
Unit marketing, viewings, applicant screening and lease negotiation to reduce vacancy days.
- ✓ **Ejar-registered contracts** عقود موثقة في «إيجار»
All residential leases documented through the Ejar platform, with rent collected through the approved channels.
- ✓ **Rent & collections management** إدارة التحصيل
Due-date tracking, reminders, arrears escalation and a clear audit trail per tenant.
- ✓ **Maintenance coordination** تنسيق الصيانة
Tenant requests logged, prioritised and executed by our own maintenance and cleaning crews.
- ✓ **Unit turnover** تجهيز الوحدات
Move-out inspection, making good, cleaning and re-let prep — one package, fewer void days.
- ✓ **Owner reporting** تقارير المالك
Periodic statements of income, expenditure, occupancy and arrears, with documents attached.



ASSET TYPES WE MANAGE

Residential buildings and compounds
· villas · offices and commercial floors
· retail units · warehouses and light industrial · mixed-use buildings.

REGULATORY NOTE

Residential rent is collected through the Ejar/Sadad framework as regulation requires. We operate inside that system — we do not ask owners or tenants to work around it.



MASTER LEASE & LANDLORD SOLUTIONS

التأجير الرئيسي وحلول الملاك

For owners who prefer guaranteed income to occupancy risk.

A

Master Lease

عقد التأجير الرئيسي

We lease the whole building or a defined block of units from the owner on a fixed multi-year term and pay an agreed rent regardless of occupancy. We then sub-let, operate and maintain the asset. **The owner receives:** predictable income on fixed dates, no vacancy exposure, no tenant management, no collection risk, and a single accountable counterparty.

B

Management Mandate

وكالة الإدارة

The owner keeps the tenancies and the upside; we manage leasing, collection, maintenance and reporting for a management fee, with performance measured on occupancy, collection rate and maintenance response. **The owner receives:** full transparency, market-rate rents, and the ability to step back in at the end of the mandate.

LANDLORD SERVICES

خدمات الملاك

✓ Portfolio setup & documentation

تأسيس المحفظة والتوثيق

Buildings, units, meters and existing tenancies recorded in one structured register the owner can inspect.

✓ Lease drafting & registration إعداد العقود وتوثيقها

Contracts prepared, signed and registered on Ejari with the correct parties, terms and payment schedule.

✓ Payment schedules & receipts جداول الدفع والإيصالات

Every instalment scheduled, tracked and receipted, so the owner's records survive any dispute.

✓ Landlord portal access بوابة المالك

A secure online view of occupancy, collections, arrears, work orders and documents — updated as events happen.

✓ Renewal & rent review التجديد ومراجعة الأجرة

Expiry tracked well in advance, with renewal or re-letting actioned before income stops.

✓ Statements & payouts الكشف والتحويلات

Periodic owner statements reconciling collections, deductions and net payout, with documents attached.

IF THE PRIORITY IS CERTAINTY OF INCOME, MASTER LEASE. IF THE PRIORITY IS CAPTURING MARKET UPSIDE WITH PROFESSIONAL OPERATION, A MANAGEMENT MANDATE. WE WILL MODEL BOTH AGAINST THE ACTUAL BUILDING BEFORE EITHER PARTY COMMITS.

إن كانت الأولوية ضمان الدخل فالتأجير الرئيسي، وإن كانت اقتناص عائد السوق فوكالة الإدارة.

2

OWNER
MODELS



TENANT SERVICES & LEASING

خدمات المستأجرين والتأجير

Well-served tenants renew. Renewal is the cheapest occupancy there is.

Owners lose money in the gaps between tenants — the void, the making-good, the re-marketing, the incentive to the next occupant. The most profitable tenant is the one who stays. So we treat tenant service as an income-protection activity, not an administrative courtesy.

- ✓ **Clear, registered contracts** عقود واضحة وموثقة
Ejar-registered leases with unambiguous terms, so both parties know their obligations from day one.
- ✓ **Simple payment experience** تجربة سداد ميسرة
Scheduled instalments, advance reminders and approved payment channels — no confusion, no informal cash.
- ✓ **Fast maintenance response** استجابة سريعة للصيانة
Requests logged with a reference, prioritised by severity, and executed by our own crews.
- ✓ **Tenant portal** بوابة المستأجر
Lease, payment history, receipts and open work orders visible online at any time.
- ✓ **Move-in & move-out discipline** انضباط الدخول والإخلاء
Documented condition reports at both ends, so deposits are settled on evidence, not argument.
- ✓ **Renewal handled early** تجديد مبكر
Renewal conversations start before expiry — not after the tenant has started viewing alternatives.



COMMERCIAL LEASING

For offices, retail and warehouse space we advise on lettable configuration, fit-out allowances and phasing — and, where the incoming tenant needs it, deliver the fit-out itself through Division II. That combination frequently closes a letting faster than rent discounting.

نوثق عقود الإيجار عبر منصة «إيجار»، ونوفر جدولة واضحة للدفعات، واستجابة سريعة لطلبات الصيانة، وبوابة إلكترونية لمتابعة العقد والسداد.



DIVISION V

FACILITY MANAGEMENT, CLEANING & MAINTENANCE

إدارة المرافق والنظافة والصيانة

Integrated hard and soft services that keep buildings clean, safe, compliant and running — with the same workforce discipline we apply on site.

INTEGRATED FM

SOFT & HARD SERVICES

DEEP CLEANING

PLANNED MAINTENANCE

HELPDESK





INTEGRATED FACILITY MANAGEMENT

إدارة المرافق المتكاملة

One provider for everything that keeps the building operating.

Soft Services

الخدمات الناعمة

Daily cleaning and housekeeping · washroom hygiene and consumables · waste collection and segregation · pest control coordination · landscaping and external upkeep · security support staffing · reception and front-desk staffing · mailroom and portage · pantry and office support.

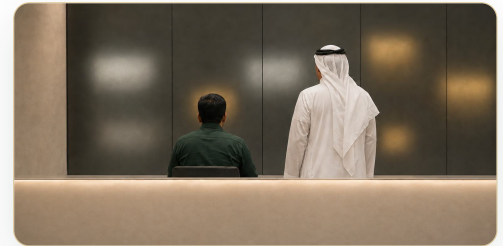
Hard Services

الخدمات الفنية

Electrical systems operation · HVAC operation and servicing · plumbing and drainage · fire-fighting and life-safety system upkeep · pumps, tanks and water systems · civil and fabric repairs · lighting maintenance · generator and standby power support · lift service coordination.

HOW THE SERVICE RUNS

- ✓ **Asset register first** حصر الأصول أولاً
Before we quote, we record what is actually in the building. You cannot maintain what has never been listed.
- ✓ **Planned preventive maintenance** الصيانة الوقائية المجدولة
A dated PPM calendar per asset, executed and signed off — so failures are prevented, not just fixed.
- ✓ **Reactive helpdesk** مركز بلاغات
A single number and a logged ticket for every fault, with response and resolution times set by severity.
- ✓ **Resident or mobile team** فريق مقيم أو متنقل
A resident team for larger assets, or a scheduled mobile team for smaller portfolios — priced accordingly.
- ✓ **Monthly service report** تقرير خدمة شهري
PPM completion, reactive tickets closed, SLA performance, consumables used and items requiring the owner's decision.



WHY BUNDLE FM WITH MANPOWER

Because we employ the technicians and cleaners directly, an FM contract with Nawat does not sit on top of a labour supplier's margin. The same worker discipline, compliance and replacement guarantees apply — at a single, transparent service fee.



CLEANING & HOUSEKEEPING SERVICES

خدمات النظافة والتدبير

Delivered to a written specification, measured against it, every month.

SERVICE TYPES

- ✓ **Daily / periodic cleaning** النظافة اليومية والدورية
Scheduled cleaning of offices, common areas, washrooms, retail floors and residential blocks to an agreed frequency matrix.
- ✓ **Deep cleaning** التنظيف العميق
Scheduled or one-off deep cleans — kitchens, washrooms, carpets, upholstery, hard-floor stripping and re-sealing.
- ✓ **Post-construction cleaning** نظافة ما بعد الإنشاء
Builder's clean and final finish clean that turns a completed fit-out into a handover-ready space.
- ✓ **Façade & glass cleaning** تنظيف الواجهات والزجاج
Internal and accessible external glass, entrance façades and atrium glazing on a scheduled cycle.
- ✓ **Marble & hard floor care** العناية بالأرضيات والأرضيات
Grinding, polishing, crystallisation and sealing programmes that protect the finish and the asset value.
- ✓ **Healthcare & specialised cleaning** النظافة الطبية والمتخصصة
Clinic and hospital environments with infection-control zoning, colour-coded equipment and trained operatives.
- ✓ **Residential & villa cleaning** نظافة المنازل والفلل
Regular or one-off residential cleaning for owners, tenants and property managers.



WHAT YOU SIGN

A specification stating **which areas, which tasks, at what frequency, by how many operatives, at what hours** — plus the inspection method and the remedy if a standard is missed. Vague cleaning contracts are how cleaning contracts fail.

SUPERVISED, NOT DROPPED OFF

Every cleaning contract of scale includes a Nawat supervisor responsible for attendance, standards and the client's day-to-day requests.



MAINTENANCE & OPERATIONS

الصيانة والتشغيل

Preventive first, reactive fast, and every intervention recorded.

01

Planned Preventive Maintenance

الصيانة الوقائية

A dated schedule per asset — HVAC, pumps, panels, generators, tanks, fire systems — executed to a checklist and signed off. The cheapest repair is the one prevented.

02

Corrective / Reactive Maintenance

الصيانة التصحيحية

Logged fault tickets with severity-based response times, on-site diagnosis, repair or escalation, and confirmation back to the reporter.

03

Emergency Response

الاستجابة الطارئة

24/7 contact for water leaks, power failure, lift entrapment, fire-system faults and any event threatening safety or operations.

TRADES AVAILABLE UNDER MAINTENANCE CONTRACTS



Electrician
كهربائي



AC / HVAC Technician
فني تكييف



Plumber
سباك



Carpenter
نجار



Painter
دهان



Mason / Tiler
بناء / مبلط



Welder / Fabricator
لحام



Handyman / Multi-skilled
فني متعدد المهارات



Pump & Tank Technician
فني مضخات



Maintenance Supervisor
مشرف صيانة

RESPONSE FRAMEWORK (INDICATIVE)

Emergency

Immediate

Safety / total loss of service Same day / made safe service

Urgent

Within hours

Major impact on occupants 24 hours

Routine

Next working day

Minor defect, no service loss Agreed schedule

Final response and resolution targets are fixed in each contract's SLA.

EVERY JOB LEAVES A RECORD

Ticket reference, technician, parts used, time on site, cause and outcome — so recurring faults become visible and can be engineered out rather than repeatedly patched.





DIVISION VI

TECHNOLOGY & CLIENT TRANSPARENCY

التقنية وشفافية العمل

We operate our own enterprise platform — Nawat ERP. Our clients do not ask us for reports; they open a portal and see the position for themselves, at any hour.

CLIENT PORTAL

LIVE ATTENDANCE

QR-VERIFIED DOCUMENTS

DIGITAL CONTRACTS

COMPLIANCE RECORDS





THE NAWAT PLATFORM

منصة نواة

Most suppliers promise transparency. We built the system that delivers it.

Nawat Al-Bashayer operates a purpose-built enterprise platform covering our entire business — workforce, deployment, documents, property, leasing, maintenance and billing — with a dedicated portal for every counterparty we work with.

This is unusual in our sector, and deliberate: it is what lets us make commitments other suppliers can only make verbally — that attendance is real, that a document is genuine, and that the invoice matches the work.

نشغل منصة مؤسسية خاصة بنا تغطي القوى العاملة والتشغيل والمستندات والعقارات والصيانة والفوترة، مع بوابات مخصصة للعملاء والعاملين والمالك والمستأجرين والمشرفين.

DEDICATED PORTALS

Client · Worker · Landlord · Tenant · Site Supervisor — each party sees only what concerns them, and nothing that does not.



WHAT THE PLATFORM RUNS

ما تديره المنصة

✓ Workforce & deployment records

سجلات القوى العاملة والتشغيل

Every worker, trade, document expiry, site assignment and deployment history in one register.

✓ Daily attendance capture رصد الحضور اليومي

Site supervisors record attendance daily; the record flows into the timesheet and then into the invoice.

✓ Contracts & sealed documents

العقود والمستندات المختومة

Agreements, quotations, leases and certificates issued with an official number and a verification seal.

✓ Property, lease & maintenance

العقارات والعقود والصيانة

Units, tenancies, payment schedules, work orders and owner statements in a single system.

✓ Billing & compliant invoicing الفوترة النظامية

Invoices produced from verified activity and issued in line with Saudi e-invoicing requirements.

✓ Announcements & document alerts

الإشعارات وتنبيهات المستندات

Expiry and renewal notices raised in advance, to the party that has to act on them.



YOUR CLIENT PORTAL

بوابة العميل

What you see the moment you are awarded a contract — and every day after.

01

Your deployed workforce

القوى العاملة لديكم

Who is assigned to you, in which trade, since when, and with what documentation status. No more asking us for a list.

02

Daily attendance

الحضور اليومي

Attendance as recorded on site each day, so a disputed timesheet at month-end becomes rare rather than routine.

03

Documents & agreements

المستندات والعقود

Your contract, quotations, timesheets and certificates — issued, numbered and downloadable.

04

Invoices & statements

الفواتير والكشوف

Each invoice traceable to the attendance and scope behind it, plus the running account position.

05

Requests & escalations

الطلبات والتصعيد

Raise a request for extra workers, a replacement or a service issue — with a reference and a named owner, not a phone call that gets forgotten.

06

Announcements & notices

الإشعارات والتنبيهات

Contract expiry, document renewal and service notices — delivered in advance.

WHY THIS WINS CONTRACTS

In tender evaluation, two suppliers may quote the same rate. The difference shows in month seven — when your auditor asks for evidence, or a project manager disputes 40 man-days. Our clients answer those questions themselves, in minutes, from the portal. **That is why contracts renew.**

ACCESS & SECURITY

- ✓ **Role-based access** صلاحيات حسب الدور
Your team sees your data only. Roles and permissions are set by you and by us together at kick-off.
- ✓ **Full audit trail** سجل تدقيق كامل
Who issued what, when and to whom — recorded for every document and transaction.
- ✓ **Data protection** حماية البيانات
Client, worker and tenant data handled in line with the Kingdom's data protection framework.



QR-VERIFIED DOCUMENTS

مستندات موثقة برمز QR

Any document we issue can be verified as genuine by anyone holding it — in seconds.

Every official document Nawat issues carries an official number and a verification QR code on every page. Scanning it opens an independent verification page showing whether the document is **valid, superseded, expired or cancelled**.

This matters more than it first appears. Contracts, worker ID cards, quotations, lease agreements, certificates and clearance letters are routinely forged or edited in our industry. A PDF proves nothing. **A Nawat document proves itself.**

WHAT CARRIES A VERIFICATION SEAL

- ✓ **Service agreements & quotations** الاتفاقيات وعروض الأسعار
Numbered on issue, sealed and dated — with term start and end recorded.
- ✓ **Worker ID cards** بطاقات تعريف العاملين
Site security can confirm instantly that the holder is genuinely deployed by us.
- ✓ **Lease agreements & receipts** عقود الإيجار والإيصالات
Owners and tenants can confirm the document they hold is the current, valid version.
- ✓ **Timesheets & certificates** كشوف الدوام والشهادات
Signed-off records that a client's auditor can verify without contacting us.



SCAN TO VERIFY

امسح للتحقق من صحة المستند

THE VERIFICATION RESULT SHOWS

Document type and official number · issuing company · issue date · validity period · current status (valid / expired / cancelled) · and the parties it was issued to.

FOR PROCUREMENT & AUDIT

This removes an entire category of supplier-documentation risk from your file — at no cost to you.



HEALTH, SAFETY & ENVIRONMENT

الصحة والسلامة والبيئة

Nobody wins a contract on safety. Everybody loses one on it.

Our safety commitment is simple and non-negotiable:
every worker goes home in the condition they arrived. A client's site record is part of what we are protecting.

BEFORE DEPLOYMENT

- ✓ **Safety induction** تهيئة السلامة
Documented general induction covering site rules, hazards, emergency procedures and reporting lines.
- ✓ **PPE, fitness & insurance** معدات الوقاية واللياقة والتأمين
Helmet, boots, hi-vis and task-specific protection issued and recorded; medical validity and insurance confirmed before a worker joins a crew.

ON SITE

- ✓ **Client site rules take precedence** أولوية أنظمة موقع العميل
Our crews work to your permit system, inductions and site-specific requirements.
- ✓ **Toolbox talks** اجتماعات السلامة اليومية
Short pre-task briefings covering the day's hazards, delivered in a language the crew understands.
- ✓ **Supervision at the workplace** إشراف ميداني
Our charge-hands are responsible for safe method as well as output — the two are not separated.
- ✓ **Incident reporting & investigation** الإبلاغ والتحقيق
Any incident or near-miss reported to you the same day and investigated to root cause.



ENVIRONMENTAL RESPONSIBILITY

Waste segregated and removed to licensed disposal · controlled water and chemical use · approved cleaning products · dust, noise and working-hour restrictions respected in occupied buildings.

ZERO-HARM IS THE TARGET, NOT THE SLOGAN

Where a client operates a higher HSE standard than ours, we adopt theirs — and we will say so before award rather than discover it afterwards.



QUALITY, SLA & KPI FRAMEWORK

الجودة ومستويات الخدمة ومؤشرات الأداء

What gets measured is what gets delivered. Here is what we agree to be measured on.

INDICATOR المؤشر	DEFINITION التعريف	TYPICAL COMMITMENT الالتزام المعتاد
Mobilisation time زمن التعبئة	From signed order to crew productive on site	72 hours standard trades · 1-2 weeks specialist
Attendance rate نسبة الحضور	Worker-days delivered against worker-days contracted	Target agreed per contract, reported monthly
Replacement time زمن الاستبدال	From written replacement request to substitute on site	Contractual window agreed before award
PPM completion إنجاز الصيانة الوقائية	Scheduled preventive tasks completed on time	Reported monthly with signed checklists
Reactive response زمن الاستجابة	Time from logged ticket to attendance on site	By severity — emergency, urgent, routine
Cleaning inspection score تقييم النظافة	Joint inspection against the agreed specification	Scored walk-through, with rectification window
Invoice accuracy دقة الفوترة	Invoices accepted without adjustment	Attendance-backed; disputes resolved from portal data
Safety performance أداء السلامة	Recordable incidents and near-misses	Zero-harm target; same-day reporting

01

Monthly service review

مراجعة شهرية

Performance against each KPI, issues raised, actions agreed and owners named. Minuted and circulated.

02

Escalation ladder

مسار التصعيد

Named contacts at three levels — supervisor, account manager, senior management — with response commitments at each.

03

Continuous improvement

التحسين المستمر

Recurring issues are engineered out, not repeatedly excused. Trends are reviewed quarterly with the client.

MEASURED ON YOUR TERMS

WE WILL SIGN UP TO YOUR KPIs

نلتزم بمؤشراتكم

If you already have a supplier performance framework, **we would rather be measured against it than negotiate a softer one.**



OUR PEOPLE

فريقنا

Sourcing, training and welfare — because the workforce is the product.

HOW WE SOURCE

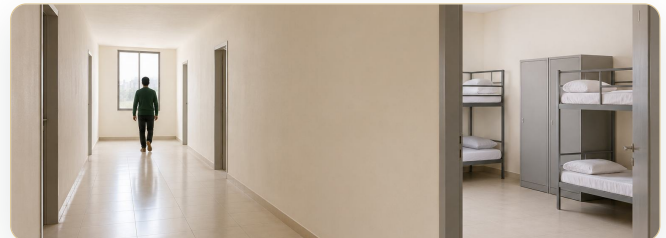
- ✓ **Trade-first selection** الاختيار على أساس المهنة
Workers are selected against the specific trade and the client's requirement — not allocated from whoever is available.
- ✓ **Practical assessment** التقييم العملي
Skill verified by practical test or documented experience before a worker joins a crew.
- ✓ **Reference & document checks** التحقق من المستندات
Identity, residency, medical and employment history verified and recorded before deployment.

HOW WE DEVELOP

- ✓ **Induction & site discipline** التهيئة والانضباط
Every worker is briefed on conduct, timekeeping, safety and the client's site rules before arrival.
- ✓ **On-the-job upskilling** التطوير أثناء العمل
Supervisors develop helpers into skilled hands — which improves output for the client and retention for us.
- ✓ **Supervisor development** تطوير المشرفين
Charge-hands trained in planning, reporting, safety leadership and client communication.

HOW WE LOOK AFTER THEM

- ✓ **Wages paid on time, through WPS**
صرف الأجور في موعدها
Wages transferred through the Wage Protection System — never late, never in cash. The single strongest predictor of a stable, motivated crew.
- ✓ **Decent accommodation** سكن لائق
Company-arranged accommodation maintained to a proper standard, with transport to and from site.
- ✓ **Medical cover** التغطية الطبية
Valid health insurance for every worker throughout employment.
- ✓ **Grievance channel** قناة الشكاوى
A route to raise concerns without going through the site supervisor — because problems hidden from us become problems for our client.



“

A WORKFORCE THAT IS PAID ON TIME, HOUSED PROPERLY AND TREATED FAIRLY TURNS UP, STAYS AND PRODUCES. WORKER WELFARE IS THE OPERATIONAL FOUNDATION OF EVERY COMMITMENT WE MAKE.

القوى العاملة التي تُدفع أجورها في موعدها وتُسكن وتُعامل بإنصاف هي أساس كل التزام نقدمه.



SECTORS WE SERVE

القطاعات التي نخدمها

Different industries need different skills. We match the workforce to the environment.



SECTOR NOT LISTED?

ASK ANYWAY

قطاعاتكم غير مذكور؟ تواصلوا معنا

The trades overlap far more than the sector labels suggest. If you can describe the role, the shift pattern and the site, **we can usually price it within two working days.**



HOW WE WORK WITH YOU

منهجية العمل مع عملائنا

From first enquiry to renewal — a predictable, documented relationship.

- 1 **Enquiry & discovery** الاستفسار والدراسة
We listen to the actual requirement — scope, volume, duration, site conditions and constraints — rather than sending a generic rate card.
- 2 **Site visit & survey** الزيارة والمعاينة
For fit-out, FM and cleaning scopes we visit and measure before quoting. Prices built on assumptions become variations later.
- 3 **Written proposal** العرض المكتوب
A clear scope, a transparent price, stated inclusions and exclusions, the programme, and the service commitments we will be held to.
- 4 **Contract & mobilisation plan** التعاقد وخطة التعبئة
Agreement signed, KPIs and escalation contacts fixed, portal access issued, and a dated mobilisation plan confirmed.
- 5 **Delivery** التنفيذ
Crews deployed or works executed under our own supervision, with attendance and progress recorded daily.
- 6 **Reporting & invoicing** التقارير والفوترة
Monthly performance report and an invoice traceable to verified attendance or milestone completion.
- 7 **Review** المراجعة
A structured service review against the agreed KPIs, with actions and owners recorded.
- 8 **Scale or renew** التوسع أو التجديد
Extend to new sites, add trades, take on additional divisions, or renew on improved terms as the relationship matures.

One point of contact

نقطة تواصل واحدة

A named account manager from day one who knows your sites and your standards.

Everything in writing

كل شيء موثق

Scope, price, changes and commitments documented, numbered and verifiable.

No lock-in tactics

بلا قيود تعاقدية

Fair notice periods both ways. We would rather earn the renewal than trap it in a clause.



OUR COMMITMENT TO YOU

التزامنا تجاهكم

The client service charter every Nawat contract is held to.

- ✓ **We quote what we can deliver** نعرض ما نستطيع تنفيذه
If we cannot meet your date or your standard, we will tell you before award — not after you have relied on us.
- ✓ **We arrive when we said** نلتزم بالمواعيد
Mobilisation dates are commitments, not aspirations. If a date is at risk you hear it from us first.
- ✓ **We answer within one working day** نرد خلال يوم عمل
Every enquiry, request or complaint gets a human response within one working day — a resolution or a clear next step.
- ✓ **We replace without argument** نستبدل دون جدل
If a worker is unfit for your requirement, the replacement conversation is short and the timeline is contractual.
- ✓ **We invoice what we worked** نفوتر ما تم تنفيذه فعلاً
Invoices are built from recorded attendance or verified milestones — visible to you before the invoice arrives.
- ✓ **We keep your site compliant** نحافظ على التزام موقعكم
Our documentation is current and available on demand, so an inspection of our workers never becomes your problem.
- ✓ **We escalate early** نصعد مبكراً
Problems are raised while they are still solvable. We do not manage bad news by delaying it.
- ✓ **We protect your information** نحمي معلوماتكم
Client, worker and tenant data is handled confidentially and in line with the Kingdom's data protection framework.
- ✓ **We finish what we start** ننهي ما نبدأه
Snags closed, handover documented, defects honoured. A completed contract is one you would award again.
- ✓ **We stay accountable after handover**
نبقى مسؤولين بعد التسليم
One number, one account manager, and a defects and support period that means something.

“

GIVE US ONE CREW, ONE FLOOR OR ONE BUILDING. JUDGE US ON THAT.
EVERYTHING ELSE FOLLOWS FROM IT.

ابدأوا معنا بطاقم واحد أو دور واحد أو مبنى واحد — وقيّمونا على النتيجة.



CLIENT PACKAGES

باقات العملاء

Three ways to engage us. Every package is priced to your actual scope after survey.

PACKAGE A

WORKFORCE ON DEMAND

القوى العاملة عند الطلب

For clients who manage their own operation and need reliable people, fast.

- ✓ All trades, skilled & unskilled
- ✓ Daily, monthly or project-tied
- ✓ Sponsorship, WPS & GOSI
- ✓ Accommodation & transport
- ✓ PPE & safety induction
- ✓ Daily attendance in portal
- ✓ Contractual replacement
- ✓ Named account manager

Priced per worker, per day or month. Mobilisation from 72 hours.

PACKAGE B · MOST CHOSEN

MANAGED SERVICE

الخدمة المُدارة

For clients who want an outcome delivered, not workers to supervise.

- ✓ Everything in Package A
- ✓ Nawat supervisor on site
- ✓ Written service specification
- ✓ Agreed SLA & KPI set
- ✓ Cleaning, FM & maintenance
- ✓ Helpdesk & ticketing
- ✓ Monthly performance report
- ✓ Structured service review

Fixed monthly service fee against KPIs. 12 months, renewable.

PACKAGE C

TURNKEY PARTNERSHIP

الشراكة المتكاملة

For owners and operators who want the whole asset handled end to end.

- ✓ Everything in A & B
- ✓ Interior fit-out & furnishing
- ✓ Construction & renovation
- ✓ Property & lease management
- ✓ Integrated FM across the asset
- ✓ Owner portal & statements
- ✓ Consolidated invoicing
- ✓ Senior management access

Lump sum per scope plus managed service fee. Multi-year.



 **Start with a crew**
ابدأ بطاقم



 **Or one floor**
أو بدور واحد



 **Or one building**
أو بمبنى واحد

START ANYWHERE — MOST CLIENTS START SMALL. A SINGLE CREW, ONE FLOOR OF FIT-OUT, OR ONE BUILDING'S CLEANING CONTRACT; THE RELATIONSHIP GROWS BECAUSE THE REPORTING HOLDS UP.

ابدأ من أي نقطة — معظم عملائنا يبدأون بنطاق صغير ثم يتوسعون.

2 DAYS

PROPOSAL AFTER
YOUR ENQUIRY



CREDENTIALS & COMMON QUESTIONS

بيانات الشركة والأسئلة الشائعة

COMPANY CREDENTIALS

Legal name الاسم النظامي	Nawat Al-Bashayer Company شركة نواة البشائر
Commercial Registration السجل التجاري	7050099576
Head office المقر الرئيسي	Riyadh, Kingdom of Saudi Arabia
Chief Executive Officer الرئيس التنفيذي	Saiful Islam Shanaz
Direct employees الموظفون المباثرون	500+
Workers mobilised العمالة المُشغَّلة	10,000+ across supported programmes
Divisions القطاعات	Manpower · Fit-Out · Construction · Real Estate · FM · Cleaning & Maintenance
Coverage نطاق التغطية	Kingdom-wide, headquartered in Riyadh

REGULATORY FRAMEWORKS

Saudi Labour Law Employment terms	Qiwa Labour contracts
Mudad / WPS Wage protection	GOSI Social insurance
Ejar / REGA Lease registration	ZATCA E-invoicing

QUESTIONS PROCUREMENT TEAMS ASK

How fast can you mobilise?

Standard trades from 72 hours; specialist or trade-tested crews typically one to two weeks.

Who employs and pays the workers?

We do. Sponsorship, Iqama, GOSI, insurance and WPS payroll all remain our responsibility.

What if a worker underperforms?

Request a replacement in writing; we substitute within the window agreed in your contract.

Can we scale down mid-contract?

Yes — against the agreed demobilisation notice, with no severance exposure to you.

How do we verify your documents?

Scan the QR code on any document we issue; the verification page shows its current status.

How are invoices supported?

From daily attendance or verified milestones — both visible in your portal before invoicing.

Do you work outside Riyadh?

Yes. Deployment across the Kingdom, with mobilisation and accommodation priced by location.

Can you take more than one scope?

Yes — manpower, fit-out, construction, property and FM can sit under one consolidated contract.



NAWAT AL-BASHAYER

شركة نواة البشائر

BUILDING THE FUTURE THROUGH PEOPLE, PROPERTIES & PROGRESS.

نبني المستقبل بالإنسان والعقار والتقدم.

LET'S BEGIN

TELL US WHAT YOU NEED.
WE WILL PRICE IT IN **TWO WORKING DAYS.**

أخبرونا باحتياجكم — نقدّم لكم عرضاً خلال يومَي عمل



Manpower
العمالة



Fit-Out
التشطيب



Construction
المقاولات



Real Estate
العقارات



Facilities
المرافق



Cleaning
النظافة



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COMMERCIAL REGISTRATION

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