

PAYROLL AND ALLIED SERVICES AGREEMENT

THIS PAYROLL & ALLIED SERVICES AGREEMENT (the "Agreement") is made and entered into on this _____ day of _____ 20____ ("Effective Date") by and between:

- (1) FINANCE HOUSE PJSC, a public joint stock company duly incorporated and validly existing under the laws of the UAE and the Emirate of Abu Dhabi, of P.O. Box 7878, Abu Dhabi, UAE ("FH"); and
- (2) the entity(ies) referred to and specified under Schedule 1, attached hereto (and Schedule 3, if applicable) ("Client").

RECITALS

- (A) The Client is a legal entity that employs a number of Employees under express or implied contracts of employment and pays (or is obligated to pay) them salaries or wages in compensation.
- (B) Payday Card is a proprietary card of FH developed in association with MasterCard to facilitate the processing of periodic salaries and wages to the Employees of Clients.
- (C) Now, the Client wishes that FH extends Payroll Services to it and its Employees and FH agrees to do so based on this Agreement. Furthermore, FH wishes, in certain instances, to extend Allied Services to the Employees/Cardholders of the Client and the Client accepts so based on the following terms and conditions.
- (D) Based on the above, the Parties wish to further define their rights, obligations and responsibilities with respect to each other based on the following terms and conditions.

NOW, THEREFORE, for valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

1. DEFINITIONS AND INTERPRETATION

1.1 The following terms and expressions shall have the meaning assigned to them hereunder and cognate expressions shall have corresponding meanings:

"Allied Services" means personal finance facilities (installment loans) and/or any other facilities that may be extended by FH and/or its business associates to the Cardholders and/or Employees of the Client from time to time.

"ATM" means an automated teller machine in the UAE that dispenses UAE dirham currency notes against valid Payday Cards issued by FH.

"Business Day" means a weekday on which banks and financial institutions are open for business to the public at large in the UAE.

"Custodians" means the Client's personnel, as identified in Schedule 1 (and the Entity Information Form(s) referred to in Schedule 3, if applicable), designated by the Client as the persons authorized to receive and distribute the Payday Cards or the personal identification number(s) ("PIN(s)") to the respective Cardholders or to handle/ submit the SIF information to FH, and who should not be the same person unless otherwise agreed upon in writing by the Parties.

"Employee" means an individual (whether a Cardholder or not) registered by the Client with FH for Payroll Services, pursuant to this Agreement.

"Payday Card" or "Card" is a MasterCard branded printed plastic card issued to a Cardholder to facilitate orderly disbursement of periodic salaries or wages. The Card can be used for cash withdrawals at all UAE Switch ATMs in the UAE and to pay for goods & services at all outlets in the UAE who accept MasterCard.

"Payday Cardholder" or "Cardholder" means an Employee to whom FH has agreed to issue or has issued a Payday Card as per the written request of the Client pursuant to this Agreement.

"Payday Card T & C" means the "Terms and Conditions Governing Payday Cards" found on FH's website at "www.fh.ae".

"Payroll Disbursement Date" is the recurring monthly date on which the salaries and wages payable to the Employees of the Client are actually credited by FH into the respective Payday Card or the personal bank account of each Employee (as the case may be).

"Payroll Services" means the electronic salary and/or wage disbursement services extended by FH to the Employees of the Client.

"Procedures" means the instructions, rules and/or guidelines provided by FH to the Client, from time to time, in connection with the Payroll Services extended by FH pursuant to this Agreement.

"SIF" means a salary information file for each Employee which includes the Employee's full name as per Ministry of Labour ("MOL") Work Permit, MOL Work Permit number and expiration date, Client issued Employee number, amount of salary/wage net payment, Payroll Disbursement Date, and Payday Card number/ personal bank account number of the Employee (as the case may be).

"UAE" means the United Arab Emirates.

- 1.2 The clause headings in this Agreement are for the purpose of convenience only and shall not be used to interpret or modify the terms of this Agreement.
- 1.3 Unless inconsistent with or a contrary intention clearly appears from the context, any reference to singular includes the plural and vice versa.
- 1.4 The Recitals and any schedules or annexures attached hereto shall form an integral and inherent part of this Agreement.
- 1.5 Any reference to "Client" includes the entity for whom Payroll Services are provided by FH pursuant to this Agreement, its assigns, successors and its authorized representatives.
- 1.6 The use in this Agreement of the terms "include", "includes", "including", and "such as" shall be deemed in all cases to be followed by the words "without limitation".
- 1.7 Where the context also requires, Client and FH may be referred to individually as the "Party" and collectively as the "Parties".

2. CLIENT'S RESPONSIBILITIES AND UNDERTAKINGS

The Client hereby agrees and undertakes, whether directly or through its Custodian, to:

- 2.1 pay the fees and charges for the services rendered by FH pursuant to this Agreement;
- 2.2 follow the Procedures that may be issued/ advised by FH from time to time in connection with the Payroll and Allied Services;
- 2.3 appoint Custodian(s) and provide FH with the details of the same;
- 2.4 provide FH with a SIF for each Employee via email or other communication as per Clause 11;
- 2.5 open an account with FH to facilitate periodic disbursement of salaries and wages and ensure that the payroll amount for the relevant period (after deducting the applicable charges payable by Client to FH as well as any amounts which are payable to FH by the Employees in case Allied Services have been extended to such Employees) is credited into that account at least three (3) Business Days prior to the Payroll Disbursement Date and request the Payroll and Allied Services of FH;
- 2.6 request, via email or other means of communication as per Clause 11, receive and distribute the Cards and/ or PINs and inform each Employee that upon his receipt of the Payday Card and its relevant PIN, that such Employee must:
 - (a) read, acknowledge and agree to the Payday Card T & C;

- (b) acknowledge that the first use of the Card shall constitute the Employee's agreement to be bound by the Payday Card T & C;
- (c) understand that should such Employee not agree to the Payday Card T & C, then the Employee should inform the Client and immediately return the Card to the Client so that the latter can return the Card to FH; and
- (d) follow FH's instructions regarding the use of the Card and PIN should the Employee agree to the Payday Card T & C and use the Card; and
- 2.7 provide sufficient and revolving authorization to allow FH to withdraw funds to credit to the Employees' Payday Cards or personal bank accounts (as the case may be) on each Payroll Disbursement Date;
- 2.8 route all amounts payable to Employees enrolled with FH for Payroll and Allied Services, including salaries, wages, other regular weekly or monthly benefits (including end of service benefits), only through FH throughout the validity of this Agreement and thereafter for so long as any Allied Services extended to the Employees of the Client remain active (whether after any expiration or termination of the Agreement) until full and final settlement of all such Allied Services to the satisfaction of FH and a 'No Liability Certificate' for each relevant Employee has been issued by FH;
- 2.9 not to give salary assignment undertaking and/ or end of service benefits and entitlements assignment undertaking (in cases where FH has extended Allied Services) to any other financial institution or bank, without the prior written consent of FH;
- 2.10 submit the SIFs to FH via email or other communication as per Clause 11 no less than three (3) Business Days prior to the Payroll Disbursement Date each month for onward disbursement by FH of salaries and wages to Employees by way of credit to their respective Cards or personal bank accounts (as the case may be);
- 2.11 inform FH without any delay in case of resignation/termination of an Employee for any reason whatsoever and any other situation that may adversely affect the employment of an Employee with the Client;
- 2.12 provide initial and ongoing training to its Employees on how to use the Payday Card and how to protect it from unauthorized and/ or fraudulent usage in accordance with FH's instructions;
- 2.13 execute all necessary documents and to provide additional information sought by FH to perform its duties under this Agreement, including the granting of Allied Services to the Employees;
- 2.14 authorize FH to request and obtain a credit, financial or identity history (and any similar reports) on the Client from any reporting agency or any third party selected by FH;
- 2.15 acknowledge that the sole obligation of FH under this Agreement is to provide the services described herein;
- 2.16 send to FH an email or other communication as per Clause 11 confirming receipt and proper distribution of the Cards and PINs as per Clause 2.6 within thirty (30) days from the date of delivery of the Cards and/ or PIN;
- 2.17 return to FH any Cards and/ or PINs undelivered to the respective Employee within thirty (30) days of receipt of the respective Cards and/ or PINs;
- 2.18 provide access to its premises to FH to inspect all Client records and for document collection in relation to Payday Cards and/ or sale of other FH products & services to the Employees and other staff of the Client;
- 2.19 acknowledge that FH shall have the right to refuse the reversal of any electronic direct transfer to the Payday Card or another account of an Employee if an error or mistake was subsequently found by the Client or FH in the Payroll;
- 2.20 indemnify FH against any loss arising out of fraudulent usage of the Payday Card(s) and/ or PIN(s) where it is established that a loss has been sustained by FH as a result of gross negligence or willful misconduct of the Client or as a result of any breach by the Client;
- 2.21 not use any trademark, trade name and/ or logo of FH in any other manner whatsoever without the prior written consent of FH;
- 2.22 ensure the Custodians receive and distribute the Payday Cards and related PINs to Employees of the Client who should acknowledge and agree to the Payday Card T & C;
- 2.23 conduct at least one (1) transaction (including a deposit of the Cardholder's salary) on the Card within forty-five (45) days of the Card's issuance;
- 2.24 acknowledge that FH shall have the right to:
 - (a) cancel any Cards which are not confirmed as per Clause 2.16;
 - (b) suspend any Cards due to ninety (90) days of inactivity; and
 - (c) cancel any Cards due to six (6) months of inactivity.
- 2.25 ensure the Custodian send an email or notice as per Clause 11 to FH to reissue/reactivate any needed Card:
 - (a) canceled due to failure of the Custodian to confirm as per Clause 2.16 and a new Card issuance charge shall be imposed;
 - (b) suspended due to ninety (90) days of inactivity; and
 - (c) cancelled due to six (6) months of inactivity and a new Card issuance charge shall be imposed by FH for such Cards.

3. FH'S RESPONSIBILITIES

FH hereby agrees to:

- 3.1 provide Payroll and Allied Services to the Client and its Employees as per the terms agreed in this Agreement;
- 3.2 provide detailed Procedures to be followed by the Client in relation to Payroll and Allied Services as well as "Train the Trainer" facilities to designated Employees of the Client;
- 3.3 bear all costs relative to Payday Card issuance and ongoing maintenance, subject to the understanding that fees and charges as stated in this Agreement are borne by the Client;
- 3.4 upon receipt of a Custodian's request, issue the Cards and PINs and deliver the same to the Custodian for distribution by the Custodian to each eligible Employee;
- 3.5 upon receipt of a confirmation email from the Custodian, acknowledging receipt and distribution of the Cards and PINs to the relevant Cardholders in accordance with FH's instructions as per Clause 2.16, FH shall activate the Cards;
- 3.6 credit periodic salaries/wages electronically into each Card/personal bank account of Employees on the Payroll Disbursement Date, after deduction of the charges and amounts, and subject to prior receipt of clear funds from the Client, as per Clause 2.5;
- 3.7 generate at the end of each calendar month a statement of account clearly detailing all the transactions between the Client and FH in relation to Payroll Services and provide the Client with such statement(s) of account as and when required and in the manner preferred by the Client;
- 3.8 expedite the processing of each SIF submitted to it by the Client within a maximum period of three (3) Business Days, subject to the availability of funds in the Client's account held with FH;

- 3.9 address payroll related correspondence and/or queries only with the Client's Custodians or other Client designated personnel. FH shall not communicate payroll related information to any other Employee of the Client except the account balance and transaction details to the respective Payday Cardholder(s) and/or Employee(s);
- 3.10 temporarily suspend any Cards which fail to have any transactions posted within ninety (90) days of the relevant Card's issuance; and
- 3.11 permanently block and cancel any Cards for which FH has not received a confirmation of distribution as per Clause 2.16 or which fail to have any transactions posted within six (6) months from the particular Card's issuance and any Card issued to replace such cancelled Card will be subject to a new Card issuance charge.

4. REPRESENTATIONS AND WARRANTIES

The Client represents and warrants to FH that:

- 4.1 **Authority:** The Client and its authorized signatory are legally entitled to execute, deliver and perform their obligations under the terms of this Agreement and the authorized signatory identified below is legally entitled to sign on behalf of the entity(ies) identified in Schedule 1 (and the affiliates/subsidiaries identified in Schedule 3, if any) and shall notify FH immediately if any such authority be removed or modified in any manner whatsoever.
- 4.2 **Undertaking:** The Client undertakes to ensure that any correspondence received from FH which is in the name of an Employee and under the address of the Client be handed-over forthwith to the relevant Employee (in case the Employee did not personally receive through courier or other mailing means the said correspondence).
- 4.3 **Acknowledgement:** The Client agrees and acknowledges that FH shall have the right to deduct, prior to the Payroll Disbursement Date, the portion or entire amount, as the case may be, of the Allied Services extended to the Cardholders and/or Employees as per the terms and conditions of each facility of the Allied Services agreed upon by and between FH and the Cardholder or Employee until full and final settlement of the relevant facility and until a 'No Liability Certificate' is issued by FH for the benefit of the relevant Cardholder(s) and/or Employee(s).
- 4.4 **Capacity:** The Client warrants and represents that there are no provisions of any law, whether federal, state or local, or of its certificate of incorporation, by-laws or agreement of any kind, nature or description binding upon the Client, which prohibits the Client from entering into this Agreement and that the Client's performance of the Agreement has been duly authorized and is a binding obligation of the Client.
- 4.5 **Payroll Disbursement Dates:** Payroll processing dates for payments are in accordance with MOL rules in force from time to time.
- 4.6 **No Litigation:** That there is no litigation, tax claim, dispute or administrative proceeding, current or, to Client's knowledge, threatened, which is likely to have a material adverse effect on the Client's ability to perform its obligations under this Agreement.
- 4.7 **Bankruptcy Proceedings:** No bankruptcy or winding up proceedings have been commenced against the Client.
- 4.8 **Disclosure:** The Client has fully disclosed to FH all facts, which Client knows or should reasonably know and which are material for disclosure to FH in the context of providing Payroll and Allied Services to the Client and its Employees.
- 4.9 The representations and warranties set out above shall be deemed repeated upon each Renewed Period.

5. PAYDAY CARD TERMS AND CONDITIONS

Payday Cards shall be issued subject to such terms and conditions (not being inconsistent with the provisions of this Agreement) as FH may determine from time to time.

6. PRICE AND PAYMENT

The fees payable by the Client for services rendered by FH pursuant to this Agreement are set forth in Schedule 2 and may be modified by FH from time to time at the sole discretion of FH, by providing thirty (30) days written notice to the Client.

7. LIABILITY AND REMEDIES

- 7.1 Other than as specifically set forth in this Agreement, FH will not be liable for and Client shall defend and indemnify and hold FH, affiliated entities, their officers, directors, employees or agents (each an "Indemnified Party") harmless from and against any and all losses, liabilities, damages, costs (including litigation costs) and expenses (including legal and other professional fees and expenses) awarded against, incurred, or paid or sought to be imposed upon an Indemnified Party for any damage or loss (including liabilities, costs, and expenses) as a result of or in connection with any and all claims, demands, actions, or proceedings made or brought against an Indemnified Party by any third party (including any Cardholder/Employee, courier service, any regulatory authority, or any financial institution or bank in which Client or an Employee maintains an account) as a result of or arising out of:
- any breach of any provision of the Agreement or contained in any other agreement related hereto;
 - distribution of the Cards and/or PINs;
 - any failure by the Client to comply with any provision of applicable laws, regulations, rules or operating letters; and
 - any action taken by FH in reliance upon or pursuant to any instructions, email or specific request of the Client, whether directly or through its Custodian, including the reversal of any electronic direct deposit to an Employee's Payday Card maintained with FH or any other account maintained with another bank or financial institution, or the disbursement of any sums which FH is authorized to withhold.
- 7.2 The Client agrees to be liable for the terms of this Agreement and for any and all amounts owing including dishonored checks, debit checks, FH fees and costs and all obligations of FH hereunder together with interest thereon at the rate of 2% per month, court costs, professional fees and costs incurred by attorney's, accountant's, expert's and witnesses and damages. The interest rate above may be modified by FH from time to time.
- 7.3 Any email sent by the Client or the Custodians shall be deemed and recognized as notice from the Client, true and accurate in its representation, and the Client shall indemnify FH for any actions taken or not taken in reliance thereon.
- 7.4 FH makes no representations or warranties except as expressly stated herein and implied representations or warranties are hereby specifically excluded. In no event shall FH be liable for incidental or consequential damages even if FH has been advised of the possibility of such damages. In no event shall FH's total liability to the Client or its Employees pursuant to any claim arising out of or relating to this Agreement or the transactions covered hereby (whether in contract or in tort) exceed the amount of the transaction on which such claim is based.
- 7.5 Each of the Parties shall ensure that none of the provisions of this Agreement contravene the rights of any third party to whom it may have obligations, contractual or otherwise, in

respect of which it shall be duly responsible.

- 7.6 Except as specifically provided herein, the remedies provided herein shall be cumulative and shall not preclude the assertion by the Client or by FH of any other rights or the seeking of any other remedies against the other, or its successors or assigns. Nothing contained herein shall preclude a Party from seeking equitable relief, where appropriate.

8. PERIOD AND TERMINATION

- 8.1 The term of this Agreement shall commence upon the date it is executed and shall continue to be in full force and effect for a period of three (3) years ("Initial Period"). During the Initial Period, this Agreement cannot be terminated by the Client except for "Cause", meaning a material breach of any term of this Agreement.
- 8.2 In the event of such a breach, the non-breaching Party shall give the breaching Party notice of the events constituting a breach and a thirty (30) period to remedy such breach (the "Remedy Period"). If the breach is not remedied to the reasonable satisfaction of the non-breaching Party during the Remedy Period, termination shall be effective upon the expiration of the Remedy Period.
- 8.3 Following the expiry of the Initial Period, this Agreement shall automatically renew and continue in force for a further period(s) of three (3) years ("Renewed Period") upon the same terms and conditions unless either Party provides written notice to the other Party of its intention not to renew the Agreement no less than six (6) months prior to the expiry of the Initial Period or Renewed Period.
- 8.4 Notwithstanding Clause 8.1 and 8.3 above, FH shall have the right to terminate this Agreement without Cause at any time throughout the Initial Period or Renewed Period by giving the Client at least thirty (30) days written notice to that effect.

9. CONFIDENTIALITY

- 9.1 Both Parties shall treat all information (except to the extent that such information is public knowledge or acquired from another source other than as a result of any breach of this Agreement) as confidential. Neither Party shall disclose such information to any third party or use it for any purpose other than is necessary to perform its obligations under this Agreement and the transactions contemplated herein.
- 9.2 The Client acknowledges and agrees that all information disclosed by FH to the Client, whether obtained by FH from a third-party, developed by FH or otherwise, shall be considered to be confidential information and the Client shall not disclose willingly or inadvertently to any other person without prior written consent of FH.
- 9.3 The obligations of each Party under this Clause shall survive the termination of this Agreement.

10. GENERAL PROVISIONS

- 10.1 If a court of competent jurisdiction determines that any provision of this Agreement is invalid or unenforceable, then such provision shall be interpreted to provide the maximum benefit permissible by law to the person entitled to the benefit thereof, the invalidity or unenforceability of that provision shall not affect the validity or enforceability of any other provision of this Agreement, and all other provisions shall remain in full force and effect.
- 10.2 Neither this Agreement nor any rights or obligations hereunder may be assigned, in whole or in part, by the Client without the prior written consent of FH. FH may assign and/or transfer at any time this Agreement or any of its rights and obligations hereunder or subcontract the same to any person or entity of its choice without the need of the Client's consent and the Client irrevocably agrees and undertakes to execute and perform all what is necessary to effectuate such assignment and/or transfer.
- 10.3 The Parties to this Agreement are independent contractors and are not and shall not be construed as partners, employer/employee, or agent of the other and neither shall have the power to bind or obligate the other, except as set forth herein.
- 10.4 This Agreement shall be governed and construed by the laws of the UAE, and exclusive jurisdiction shall be for the Civil Courts of the Emirate of Abu Dhabi.
- 10.5 This Agreement and any schedules and annexures attached hereto constitute the entire agreement between the Parties hereto and the Parties acknowledge that they have not entered into this Agreement in reliance wholly or partly on any statement or representation made to any of them by the other except as contained or referred to herein. No variation or addition to this Agreement and no waiver of any provision shall be valid unless in writing and signed by authorized representatives of both Parties.

11. NOTICE

Any notice sent to the addresses provided in Schedule 1 (and the Entity Information Form(s) referred to in Schedule 3, if applicable) attached hereto shall be deemed to have been received (a) if delivered personally, at the time of delivery; (b) in the case of mail, two (2) days after being deposited in the mail, with postage prepaid thereon, certified or registered mail, return receipt requested; or (c) if sent by facsimile, when the acknowledgement of receipt is received at the sending facsimile machine provided always that a hard copy is also sent by courier

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement in two (2) counterparts, each of which shall be deemed an original and do hereby warrant and represent that their respective signatory whose signature appears below has been and is on the Effective Date of this Agreement duly authorized to execute this Agreement.

FOR AND ON BEHALF OF FH: FINANCE HOUSE PJSC	
Name	
Designation	
Signature and Stamp	
FOR AND ON BEHALF OF CLIENT: CLIENT'S NAME]	
Name	
Designation	
Signature and Stamp	

PAYROLL AND ALLIED SERVICES AGREEMENT

SCHEDULE 1

Capitalized terms used herein shall have the same meanings as in the Agreement.

ENTITY INFORMATION FORM

FH Branch	Abu Dhabi	Dubai	Sharjah
RM Name:	Date:		
Entity Details			
Name (as per Trade/Commercial License):			Employee #:
Type of Entity:	Sole Proprietorship	Partnership	Free Zone Entity
	Private Joint Stock Company	Limited Liability Company	Public Joint Stock Company
			Others
Establishment Date:	Payroll Disbursement Date:	Trade License #:	
Emirate	Abu Dhabi	Dubai	Sharjah
	Fujairah	Umm Al Quwain	Ras Al Khaimah
	Ajman		
Registered Address in UAE:			
Emirate	Abu Dhabi	Dubai	Sharjah
	Fujairah	Umm Al Quwain	Ras Al Khaimah
	Ajman		
Nearest Landmark:			
Contact Details			
FH Branch	Client SIF Contact		Client Secondary SIF Contact
Name			
Mobile No.:			
E-Mail:			
Tel:			
Fax/EID:			
	Card Custodian	Alternate Card Custodian	PIN Custodian
	Alternate PIN Custodian		
Name			
Mobile No.:			
E-Mail:			
Tel:			
Fax:			
Specimen Signature:			
Documents Submitted			
Trade/Commercial License Copy/MOL Employee List	MOA/POA/Board Resolution Copy/MOL Specimen Signature Card	Copy(ies) of Sponsor's / Owner's / Partners' / Authorized Signatory Passport(s) & Emirates ID(s)	

I/We, the undersigned, hereby certify that the above information is true, accurate and complete.

Name of Authorized Signatory:

Designation:

Stamp & Signature:

For FH Use Only

Sector ID:

Industry ID:

Corporate ID:

PAYROLL AND ALLIED SERVICES AGREEMENT

SCHEDULE 2

1. Monthly Service Fee

The Client agrees to pay to FH the following fees and charges:

Particulars	Fees & Charges
Per Payday Card maintained in FH records	AED _____ per Card per month (with a minimum charge of AED _____ per month)
Salary transfer charges to Employee's bank account	AED _____ per Employee per transfer (with a minimum charge of AED _____ per month)
Per salary file processing charges	AED _____

The Client agrees that the above-mentioned fees and charges payable by Client to FH shall be deducted from the Client's designated account maintained with FH.

2. ATM Transaction Fee

Unless otherwise agreed by the Client, the below specified ATM transaction fees will be charged to the Payday Cardholders.

Particulars	Fees & Charges
1st ATM withdrawal in any calendar month	Free
Any additional ATM withdrawal in any calendar month	AED 2 per Transaction
Balance Enquiry Fee	AED 1 per enquiry
Declined Transaction Fee	AED 1 per declined transaction

Note: It is Client's responsibility to communicate all applicable fees & charges to the Employees, at the time of distributing Payday Cards & PINs.

3. Card Related Fees and Other Charges

Card Issuance Fee AED _____

To view the fees and charges of FH list of services not listed above, please visit FH website on www.fh.ae:

The applicable fees and charges for the above services may be modified from time to time at the sole discretion of FH as reflected on FH website on the time and date of viewing the same.

4. Interest, Fees & Charges for Allied Services

Applicable interest, fees and charges will be charged to the Payday Card account of the Payday Cardholder or to the Employees availing such facilities (Allied Services) prior to transferring their salaries/wages to their respective bank accounts in accordance with the applicable FH tariff that may be modified from time to time at the sole discretion of FH.

5. Fees & Charges for Other Services:

These will be charged to the Payday Card accounts of the Payday Cardholders availing such services in accordance with the applicable FH tariff that may be modified from time to time at the sole discretion of FH, and will also be charged on Employees prior to transferring their salaries/wages to their respective bank accounts.

FOR AND ON BEHALF OF FH:	FINANCE HOUSE PJSC
	Authorized Signatory
Name	
Designation	
Signature and Stamp	

FOR AND ON BEHALF OF CLIENT:	CLIENT'S NAME
	Authorized Signatory
Name	
Designation	
Signature and Stamp	