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الابـــداع الـــمـــســـتـــقـــل
INDEPENDENT INNOVATION



COMPANY PROFILE

MANPOWER SUPPLY

رؤيـــة VISION 2030
المملكة العربية السعودية
KINGDOM OF SAUDI ARABIA

ارامكو السعودية Saudi Aramco
Vendor ID 10053185

سابك sabic
Vendor ID 508513

INDUSTRIAL SERVICES

ABOUT US

Independent Innovation Gen. Cont. Co. LLC (IIC) was established in 2004 and has built an outstanding reputation as a trusted Manpower Supply partner for Saudi Arabia's most demanding industrial and energy sectors. With over 20 years of operations, IIC has successfully delivered skilled workforces to Aramco, SABIC, and the world's leading EPC contractors.

IIC is a registered vendor with Saudi Aramco (ID: 10111304) and SABIC (ID: 44061530), enabling direct, compliant manpower deployment into their facilities and affiliated EPC mega-projects across the Kingdom.

Our Manpower Supply Division operates a rigorous candidate screening and mobilisation framework — vetting every person for technical competency, HSE compliance, and documentation validity before deployment. We cover civil, mechanical, electrical, instrumentation, and process disciplines across upstream, midstream, and downstream.

IIC holds ISO 9001, ISO 14001, and ISO 45001 certifications — confirming our commitment to quality, environmental responsibility, and occupational health & safety on every project we undertake.



20+	500+	26+	3	2	100%
Years Experience	Positions Filled	Clients Served	ISO Certification	Vendor Id's (Aramco & Sabic)	HSE Compliance



Proven Track Record

Over 20 years supplying manpower across Saudi Arabia's industrial sector.

Pre-Screened Workforce

Every candidate technically assessed, trade-tested, and HSE cleared.

Rapid Mobilisation

From 5 to 500+ personnel mobilised to meet aggressive project deadlines.

Fully Compliant

Saudi Labour Law, IQAMA, GOSI, ISO, Aramco & SABIC standards met.

Single Point Contact

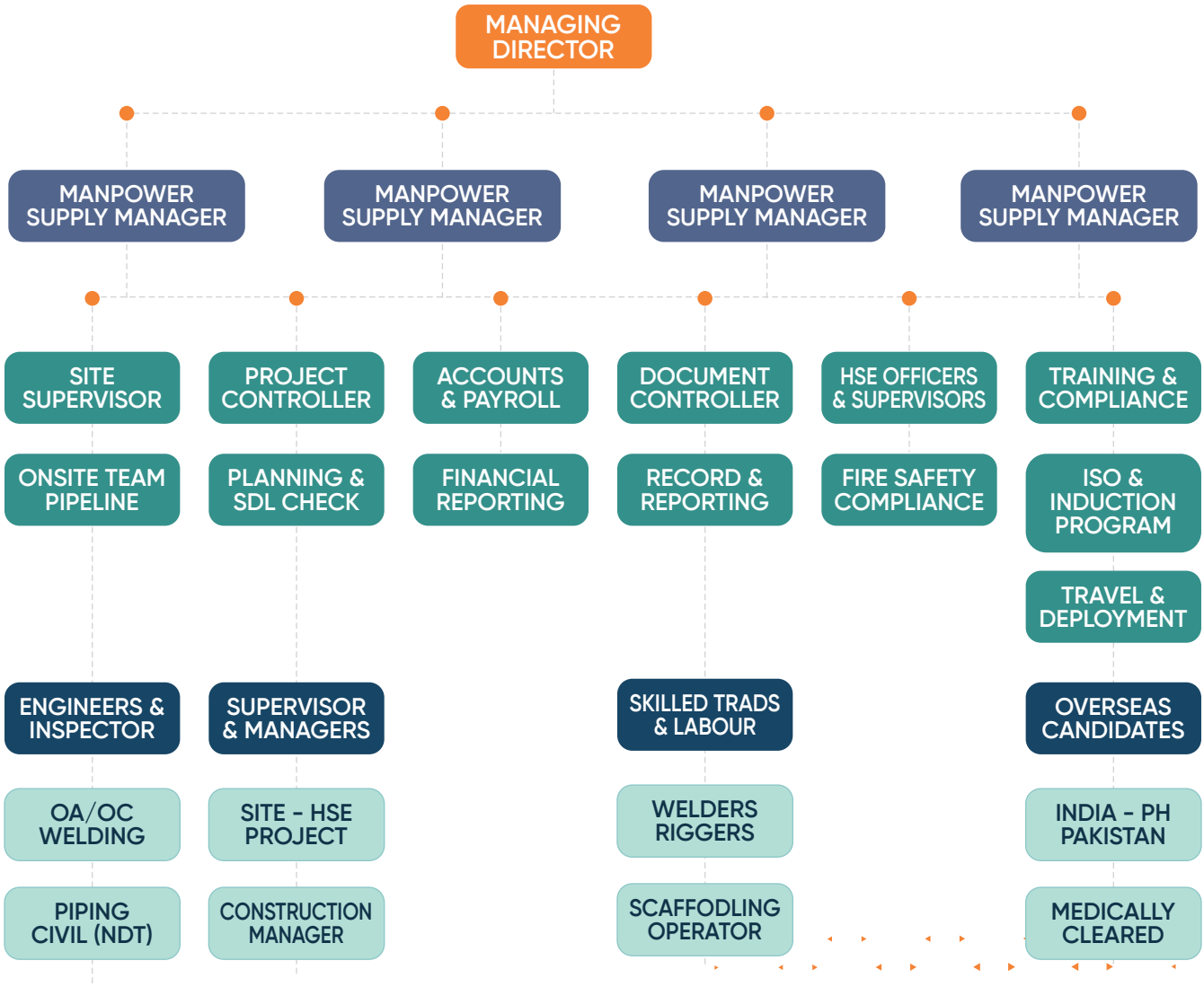
IIC manages recruitment, HR admin, payroll support to demobilisation.

Overseas Capability

End-to-end international recruitment from India, Philippines, Pakistan.

ORGANISATION CHART

IIC''s Manpower Supply Division is structured to ensure end-to-end accountability from candidate sourcing through to on-site deployment and ongoing HR support.





WHY CHOOSE IIC FOR YOUR MANPOWER NEEDS?

PROVEN TRACK RECORD • PRE-SCREENED WORKFORCE • RAPID MOBILISATION • FULL COMPLIANCE

PROVEN TRACK RECORD

Over 20 years supplying manpower to Aramco, SABIC, SINOPEC, Tekfen, L&T; Hydrocarbon, Hyundai-Gusan, and 20+ other Tier-1 operators and EPC contractors across Saudi Arabia.

FULLY COMPLIANT OPERATIONS

All operations comply with Saudi Labour Law, IQAMA/GOSI requirements, client pre-qualification standards, and ISO 9001/14001/45001 certifications. IIC handles all government paperwork.

PRE-SCREENED WORKFORCE

Every candidate is technically assessed, trade-tested, and reviewed for certifications, experience, and HSE compliance before presentation — eliminating wasted time and delays

SINGLE POINT ACCOUNTABILITY

IIC manages the entire manpower lifecycle — recruitment, mobilisation, on-site HR, medical, insurance, payroll support, and demobilisation — one reliable contact throughout.

RAPID MOBILISATION

With established sourcing pipelines in India, Philippines, Pakistan and Bangladesh, IIC can mobilise bulk workforces — 5 to 500+ personnel — within project deadlines.

COST-EFFECTIVE SOLUTIONS

A live talent pool of pre-qualified engineers, technicians, and tradesmen reduces recruitment lead time and cost-per-hire with zero compromise on quality or safety.



OUR RECRUITMENT & MOBILISATION PROCESS

8-Step End-to-End Delivery

01 **Requirement Analysis**
Client Jds, quantities, duration & site conditions received.

02 **Candidate Sourcing**
Live talent pool + partner agencies in India, Nepal, PH, PK, BD.

03 **Technical Screening**
Trade tests, interviews & qualification verification.

04 **Medical Clearance**
GAMCA/WAFID medical & fitness-for-duty assessment.

05 **Document Processing**
Visa, MOFA attestation, work permit & IQAMA.

06 **HSE Induction**
Site-specific safety, H2S awareness & client briefings.

07 **Mobilisation to Site**
Travel, accommodation & site access coordination.

08 **On-Site HR Support**
Ongoing HR admin, payroll co-ordination & monitoring.



MANPOWER SUPPLY
SKILLED POSITIONS

ENGINEERS • INSPECTORS • SUPERVISORS • TECHNICIANS • SKILLED TRADES

IIC provides fully pre-screened skilled manpower across all engineering, inspection, supervisory, technical, and trades disciplines. Every candidate is trade-tested, document-verified, and HSE-cleared before deployment to your site.

SKILLED MANPOWER CATEGORIES



ENGINEERING & DESIGN

- Civil / Structural Engineer
- Mechanical Engineer
- Electrical Engineer
- Instrumentation & Control Engr.
- Process / Chemical Engineer
- Piping Design Engineer
- Commissioning Engineer
- Planning / Scheduling Engineer
- Cost Estimator / QS
- Project Manager / Engineer
- Field Engineer / Site Engineer
- HVAC Design Engineer

QUALITY, INSPECTION & HSE

- QA/QC Engineer / Inspector
- Welding Inspector (CSWIP/ASNT)
- Painting Inspector (NACE CIP-1/2)
- NDT Inspector (UT, RT, MT, PT, PAUT)
- Piping & Structural Inspector
- Rotating Equipment Inspector
- Coating & Corrosion Inspector
- Civil QA/QC Inspector
- HSE Officer (NEBOSH / IOSH)
- HSE Supervisor
- Environmental Officer
- Document Controller





SUPERVISION & ADMIN

- Construction Manager
- Site / Area Supervisor
- Piping Supervisor
- Mechanical Supervisor
- Electrical / Instrument Supervisor
- Scaffold Supervisor (CISRS Adv.)
- Rigging Supervisor
- Project Controller / Planner
- CAD Operator / Draughtsman
- Quantity Surveyor
- Technical / Executive Secretary
- Accountant / Finance Officer

SKILLED TRADES
CIVIL & MECHANICAL

- Pipefitter / Pipe Fabricator
- Welder (SMAW / GTAW / GMAW / FCAW)
- Structural Steel Fabricator / Erector
- Rigger Level 1, 2 & 3
- Scaffolder (Basic & Advanced)
- Iron Worker / Rebar Fixer
- Mason / Bricklayer
- Carpenter / Formwork Carpenter
- Concrete Finisher / Floorer
- Boilermaker / Pressure Vessel Fitter
- Refractory Worker
- Insulation Worker





SKILLED TRADES
ELECTRICAL & PLANT OPS

- Electrician (LV / MV)
- Instrumentation Technician
- Mechanical / HVAC Technician
- Rotating Equipment Technician
- Pump & Compressor Technician
- Industrial Painter / Abrasive Blaster
- Crane Operator (Mobile / Tower)
- Heavy Equipment Operator
- Forklift / Reach Truck Operator
- Process / Shift Operator (DCS/SCADA)
- Calibration Technician
- Driver – LDV / HDV

All skilled positions available on short-term, long-term, or project basis.
Offshore BOSIET/HUET and H2S certified personnel available for rig & platform assignments.

MANPOWER SUPPLY
UNSKILLED & GENERAL LABOUR CATEGORIES

CONSTRUCTION HELPERS • CAMP SERVICES • DRIVERS • SECURITY • LOGISTICS

IIC supplies fully vetted unskilled and semi-skilled labour for all support functions — from construction helpers and material handlers to camp services, drivers, and security personnel. All workers are medically cleared, IQAMA-documented, and oriented to site safety rules before deployment.



CONSTRUCTION & SITE HELPERS

- General Construction Helper
- Civil / Concrete Helper
- Piping / Mechanical Helper
- Electrical & Instrument Helper
- Scaffolding Helper
- Rigging & Lifting Helper
- Steel Fixing / Rebar Helper
- Painting & Blasting Helper
- Insulation & Refractory Helper
- Carpenter Helper
- Mason Helper
- Form Work / Shuttering Helper

LOGISTICS & MATERIAL HANDLING

- Material Handler / Storekeeper
- Warehouse / Inventory Helper
- Loading & Unloading Labour
- Delivery & Logistics Helper
- Stores Keeper (Stores Clerk)
- Packer / Labeller
- Forklift Helper
- Crane Signal Man / Banks Man
- Tool Store Attendant
- Yard / Laydown Area Helper
- Scrap / Waste Segregation Worker
- Recycling & Disposal Helper





CAMP, FACILITY & SUPPORT SERVICES

- Housekeeping / Janitor
- Camp Maintenance Worker
- Kitchen Helper / Cook's Assistant
- Canteen / Mess Attendant
- Laundry Worker
- Garbage & Sanitation Worker
- Utility / General Maintenance
- Office Boy / Office Assistant
- Tea Boy / Pantry Boy
- Cleaner (Indoor / Outdoor)
- Pest Control Helper
- Gardener / Landscaping Helper

DRIVERS & SECURITY

- Light Vehicle Driver (LDV)
- Heavy Vehicle Driver (HDV)
- Bus / Coach Driver
- Tanker Driver
- Dump Truck Driver
- Crane Truck Driver
- Pickup / 4WD Driver
- Security Guard
- Gate / Access Control Guard
- Night Watchman
- Parking Attendant
- Site Runner / Messenger



MINIMUM STANDARDS FOR ALL UNSKILLED PERSONNEL:

Valid IQAMA / Work Permit · GOSI Registered · Site Safety Induction Completed · GAMCA Medical Clearance · PPE Issued · Emergency Contact Registered



FACILITIES MANAGEMENT MANPOWER SUPPLY

UNSKILLED & GENERAL LABOUR CATEGORIES

HOSPITAL • AIRPORT • RESTAURANT • BANK • GOVERNMENT • MALL • ENTERTAINMENT PARK

IIC supplies end-to-end Facilities Management (FM) manpower across all sectors of the built environment — hospitals, airports, restaurants, banks, government ministries, shopping malls, and entertainment parks. Whether you need Hard Services (MEP, HVAC, fire systems) or Soft Services (housekeeping, catering, security, landscaping), IIC provides fully vetted, IQAMA-documented staff on contract or project basis, fully compliant with KSA Labour Law and MHRSD regulations.

PROFESSIONAL, TECHNICAL & SUPERVISORY FM ROLES



HARD SERVICES — MEP & BUILDING

- Facilities Manager / FM Coordinator
- Building Maintenance Engineer
- HVAC Engineer / Technician
- Electrician (LV Building)
- Plumber / Plumbing Technician
- Fire Fighting Technician
- Fire Alarm Technician
- BMS Operator / Technician
- Elevator / Escalator Technician
- Energy Auditor / Manager
- Generator / UPS Technician
- Split AC / Chiller Technician

SOFT SERVICES & MANAGEMENT

- Soft Services Manager
- Hard Services Manager
- FM Operations Supervisor
- Housekeeping Supervisor
- Security Supervisor
- Catering / F&B; Supervisor
- Landscaping Supervisor
- Helpdesk / FM Coordinator
- Contract Administrator (FM)
- Quality & Compliance Officer
- Pest Control Technician
- Waste Management Supervisor





HEALTHCARE & HOSPITAL FM

- Hospital FM Manager
- Biomedical Equipment Technician
- Medical Gas Technician
- HVAC Technician (Hospital Grade)
- CSSD (Sterile Services) Technician
- Infection Control Coordinator
- Clinical Housekeeper / Cleaner
- Patient Porter / Transport
- Orderly / Ward Attendant
- Linen / Laundry Supervisor
- Medical Waste Handler
- Mortuary Attendant

FM MANPOWER BY CLIENT SECTOR

AIRPORT & AVIATION

- Airport Terminal Cleaner
- Baggage Handler
- Trolley Management Staff
- Wheelchair Service Attendant
- Ramp / Apron Cleaner
- Ground Support Helper
- Airport Facility Technician
- Check-in Area Attendant
- Retail / Duty-Free Helper
- Passenger Assistance Staff





RESTAURANT, F&B; & CATERING

- Head Chef / Sous Chef
- Cook (Arabic / Asian / Continental)
- Commis Chef / Kitchen Helper
- Steward / Dishwasher
- Waiter / Waitress / Server
- Barista / Beverages Operator
- Cashier / POS Operator
- Food Service Supervisor
- Cafeteria / Canteen Attendant
- Food Delivery Driver



SHOPPING MALLS & RETAIL

- Mall Operations Supervisor
- Mall Cleaning Crew
- Retail Helper / Customer Service
- Parking Attendant / Valet
- Shopping Trolley Assistant
- Security Guard (Mall)
- Lost & Found Attendant
- Escalator / Lift Attendant
- Display / Visual Merchandising
- Information Desk Attendant

BANK, GOVERNMENT & CORPORATE

- Reception / Front Desk Officer
- Security Guard (Corporate)
- Office Boy / Messenger
- Document Management Clerk
- Mailroom / Courier Assistant
- IT Helpdesk Technician
- Pantry / Cafeteria Attendant
- Driver (Corporate Vehicle)
- Printer / Photocopy Operator
- Facilities Helpdesk Staff





ENTERTAINMENT PARKS

- Ride / Attraction Operator
- Ticket Counter / Box Office Staff
- Usher / Queue Management
- Entertainment Host / Mascot
- Food & Beverage Attendant
- Safety Marshal
- Park Maintenance Technician
- Janitorial / Park Cleaner
- Retail Merchandise Assistant
- First Aid / Emergency Helper

FM SOFT SERVICES SUPPORT STAFF (All Sectors)

HOUSEKEEPING • SECURITY • CATERING • LANDSCAPING • DRIVERS • CAMP SERVICES



- Housekeeping / Janitor (Indoor & Outdoor)
- Window Cleaner (Ground & High-rise)
- Pest Control Helper
- Gardener / Landscaping Worker
- Swimming Pool Attendant / Technician
- Waste Segregation & Disposal Worker
- Laundry Attendant
- Security Guard (Day & Night)
- Parking Attendant
- Camp/Accommodation Maintenance Worker
- Handyman / General Maintenance
- Furniture Mover / Logistics Helper

ALL FM PERSONNEL SUPPLIED BY IIC:

Valid IQAMA & Work Permit • GOSI Registered • GAMCA Medical Cleared • MHRSD Labour Contract via QIWA • WPS Salary Compliance • Site-Specific Induction • PPE Provided



SECTORS WE SERVE

SABIC • SAUDI ARAMCO • OIL & GAS RIGS • EPC COMPANIES • OVERSEAS

Registered Vendor ID:
10053185

Registered Vendor ID:
508513

SABIC

Petrochemical & Industrial Plants

Registered SABIC vendor (ID: 508513). IIC supplies SABIC-compliant process operators, maintenance technicians, QA/QC inspectors, HSE officers, and admin personnel for petrochemical plants, chemical facilities, and turnaround maintenance projects. All personnel complete SABIC-approved site orientations before deployment.

- Process Operators & Technicians
- QA/QC & Welding Inspectors
- HSE Officers (NEBOSH/IOSH)
- Instrument & Electrical Technicians
- Admin Support

SAUDI ARAMCO

Upstream, Downstream & Refinery

Registered Aramco vendor (ID: 10053185). IIC deploys pre-qualified engineers and skilled trades to Aramco's upstream, downstream, and refinery projects. All mobilisation packages include full medical clearances, ARAMCO contractor ID processing, safety inductions, and certifications — ensuring zero-compromise compliance on every Aramco worksite.

- Piping & Civil Inspectors
- Rotating Equipment Engineers
- Maintenance Technicians
- Construction Managers
- Safety Officers

OIL & GAS RIG SITES

Onshore & Offshore

IIC supplies specialised personnel for onshore drilling and offshore platform operations across the Arabian Gulf. Our rig workforce includes Riggers (L1-L3), Scaffolders, Pipefitters, Welders, Mechanical Technicians, and Safety Supervisors — fitness-for-duty screened and medically cleared. Offshore personnel carry valid BOSIET/HUET/H2S certifications.

- Riggers Level 1, 2 & 3
- Scaffold Supervisors
- Offshore Safety Supervisors
- Pipefitters & Welders
- BOSIET/HUET Certified Personnel

EPC COMPANIES

Major International Contractors

IIC has a proven track record delivering manpower to Tier-1 EPC contractors: SINOPEC, Tekfen, Hyundai-Gusan, L&T; Hydrocarbon, WISON, Chengda, CRCC, Sinohydro, and more. We understand EPC lifecycles — peak mobilisation, schedule compression, and rapid demobilisation — and can scale workforces across all disciplines within tight timelines.

- Multi-Discipline Engineers
- Construction Supervisors
- QA/QC Teams
- Bulk Skilled Trades & Labour
- Project Controllers & Planners

FACILITIES MANAGEMENT

Hospital · Airport · Mall · Bank · Government & Private Sector

IIC supplies comprehensive FM manpower for hospitals, airports, restaurants, banks, government ministries, shopping malls, and entertainment parks across Saudi Arabia and the GCC. We cover Hard Services (MEP, HVAC, fire systems, BMS) and Soft Services (housekeeping, security, catering, landscaping) — fully IQAMA-documented and compliant with MHRSD regulations. Single-point accountability for your entire facilities workforce.

- Facilities Managers & MEP Technicians
- Hospital & Healthcare Support Staff
- Airport Ground & Terminal Staff
- Housekeeping & Cleaning Crews
- Security Guards & Supervisors
- Restaurant & Catering Staff
- Mall & Entertainment Park Staff
- Government & Corporate Office Support





HSE & QUALITY COMMITMENT

Zero Harm · Zero Defects · Full Compliance — At Every IIC Deployment

At IIC, Health, Safety & Environment (HSE) is a core value embedded into every stage of our manpower supply process. From candidate pre-screening and induction to on-site supervision, every worker deployed meets the highest safety standards required by Aramco, SABIC, and international EPC contractors.

HSE PRE-DEPLOYMENT HSE SCREENING

Every candidate undergoes HSE competency assessment, MSDS awareness, PTW understanding, and emergency response orientation before site deployment.

ISO ISO 45001:2018 CERTIFIED

IIC's Occupational Health & Safety Management System is certified to ISO 45001:2018 — the internationally recognised gold standard for workplace safety management.

PPE PPE & EQUIPMENT STANDARDS

All deployed personnel are equipped with client-specified PPE. IIC maintains PPE inventory aligned to Aramco, SABIC, and IEC/OSHA safety standards.

IND SITE-SPECIFIC INDUCTIONS

Custom safety inductions conducted for each project site — covering H2S awareness, fire safety, emergency evacuation, PTW systems, and site-specific rules.

QMS QUALITY MANAGEMENT — ISO 9001:2015

Certified QMS governs our recruitment, screening, documentation, and mobilisation processes — ensuring consistent, measurable service delivery to every client.

ENV ENVIRONMENTAL MANAGEMENT ISO 14001:2015

Certified EMS ensures our operations and deployed workforce adhere to environmental regulations, minimising project environmental footprint.

AUD REGULAR SAFETY AUDITS

Periodic HSE audits across all active deployments ensure sustained compliance, incident prevention, and continuous improvement on every worksite.

INC INCIDENT REPORTING & MANAGEMENT

Robust incident reporting captures near-misses. Root cause analysis is conducted and corrective actions implemented immediately to prevent recurrence.

OVERSEAS MANPOWER SERVICES

End-to-End International Recruitment & Mobilisation for Saudi Arabia & GCC

IIC provides comprehensive overseas manpower solutions — from candidate sourcing to on-site deployment. Our Overseas Recruitment Division handles every step, reducing your administrative burden and ensuring fully compliant, work-ready personnel arrive on time for your project.

SOURCE COUNTRIES

INDIA
Engineers & Technicians




PHILIPPINES
Skilled Trades & Labour




PAKISTAN
Mechanical & Civil Trades




BANGLADESH
General Labour




SRI LANKA
Admin & Hospitality




NEPAL
General Labour




COMPLETE OVERSEAS RECRUITMENT SERVICES

CANDIDATE SOURCING

Partner agencies and direct drives in source countries.

- Technical interviews (in-country or virtual)
- Trade tests & skill assessments
- Reference & experience verification
- Document authenticity checks

DOCUMENTATION & VISA

IIC manages MOFA attestation, visa, contracts & permits.

- MOFA attestation & equivalency
- Saudi work visa & IQAMA processing
- Bilingual employment contract
- Police clearance & background

MEDICAL & FITNESS

GAMCA/WAFID approved medical at authorised centres.

- GAMCA / WAFID medical tests
- Offshore BOSIET fitness cert
- Drug & alcohol screening
- Fitness-for-duty assessment

MOBILISATION & DEPLOYMENT

End-to-end travel, accommodation & site access.

- Flight booking & travel management
- Airport reception & transfer
- Accommodation & mess arrangements
- Site badge & access card processing

MANPOWER PROJECT REFERENCES

Completed & Ongoing – Trusted by 26+ Leading EPC Contractors & Operators

COMPLETED PROJECTS

CLIENT / PROJECT	PROJECT TYPE	DURATION	STATUS
CPP	Manpower Supply	6 Month	Completed
NSH RASTANURA	Manpower Supply	8 Month	Completed
SINOPEC	Manpower Supply	3 Year	Completed
TAAZUR CONTRACTING	Manpower Supply	4 Month	Completed
TCC	Manpower Supply	1 Year	Completed
WISON	Manpower Supply	7 Month	Completed
CHENGDA	Manpower Supply	9 Month	Completed
TEKFEN	Manpower Supply	5 Years	Completed
CRCC SPARK	Manpower Supply	6 Months	Completed
TDP	Manpower Supply	1 Year	Completed
SINOMA ENERGY CONSERVATION LIMITED	Manpower Supply	6 Month	Completed
AL-NASSAR	Manpower Supply	10 Month	Completed
NBTC GROUP	Manpower Supply	2 Years	Completed
SMEC	Manpower Supply	4 Years	Completed
AL AKHDOODH	Manpower Supply	1 Years	Completed
AMBITIOUS ADVENTURE TRADING EST.	Manpower Supply	1 Years	Completed
ALSHUJEAN GENERAL CONTRACTING EST.	Manpower Supply	7 Month	Completed
BRANCH OF SINOHYDRO CORPORATION LTD.	Manpower Supply	10 Month	Completed
JSG SAUDI COMPANY	Manpower Supply	1 Years	Completed
STANDARD ARABIA	Manpower Supply	2 Years	Completed
HYUNDAI-GUSAN	Manpower Supply	1 Years	Completed
GAS ARABIAN SERVICE	Manpower Supply	1 Years	Completed
CRCC	Manpower Supply	6 Month	Completed
TAMIMI GLOBAL	Manpower Supply	1 Years	Completed
TAMIMI TSSF	Manpower Supply	1 Years	Completed
GULF ASIA	Manpower Supply	1 Years	Completed
NGMSA	Manpower Supply	1 Years	Completed
RABIGH	Manpower Supply	3 Years	Completed
PETROKIMIA	Manpower Supply	3 Years	Completed
MAPA	Manpower Supply	2 Years	Completed
TR SAUDI ARABIA	Manpower Supply	2 Years	Completed
CHINA ELEVENTH CHEMICAL CONST. CO LTD (ELECM)	Manpower Supply	4 Years	Completed

ONGOING PROJECTS

CLIENT / PROJECT	PROJECT TYPE	STATUS
SMEC	Manpower Supply	Ongoing
DONG YEONG	Manpower Supply	Ongoing
SGC	Manpower Supply	Ongoing
ARCC	Manpower Supply	Ongoing
GULF ASIA	Manpower Supply	Ongoing
NGMSA	Manpower Supply	Ongoing
TAMIM	Manpower Supply	Ongoing
SINOPEC	Manpower Supply	Ongoing
ERAM ENGINEERING	Manpower Supply	Ongoing
EEC	Manpower Supply	Ongoing
L&T HYDROCARBON COMPANY	Manpower Supply	Ongoing
China Petroleum Engineering & Construction Corp. (CPECC)	Manpower Supply	Ongoing
ENHANCE FADHLI	Manpower Supply	Ongoing



CERTIFICATIONS & COMPLIANCE

Saudi Arabia Government Registrations · ISO Certifications · Vendor Approvals

A SAUDI ARABIA GOVERNMENT REGISTRATIONS & LICENCES

Commercial Registration (CR)

Issued by Ministry of Commerce (MoC). IIC holds a valid CR authorising manpower supply and contracting activities across the Kingdom of Saudi Arabia.

MHRSD – Private Recruitment Office Licence

Licence from the Ministry of Human Resources & Social Development permitting IIC to operate as a licensed manpower supply and recruitment agency in Saudi Arabia.

QIWA Platform Registration

Fully registered on the QIWA digital labour platform of MHRSD. All employment contracts are issued, tracked, and renewed through the QIWA system in compliance with Saudi Labour Law

Wage Protection System (WPS)

IIC is compliant with the MHRSD Wage Protection System – ensuring all deployed workers receive salaries on time via approved bank transfers, fully auditable by the Ministry.

NITAQAT Compliance (Saudization)

IIC meets NITAQAT Saudization requirements as mandated by MHRSD, maintaining the required percentage of Saudi national employees in line with the establishment's activity category.

GOSI Registration

All IIC employees and deployed workers are registered with the General Organization for Social Insurance (GOSI) for full social insurance coverage.

ZATCA – VAT & Zakat Registration

IIC is registered with the Zakat, Tax and Customs Authority (ZATCA). VAT is applied and remitted in compliance with the KSA Value Added Tax law (15% VAT).

Chamber of Commerce Membership

Active member of the Eastern Province Chamber of Commerce & Industry, Al Jubail – confirming IIC's standing as a legitimate, registered business entity in Saudi Arabia.

ABSHER Business Registration

IIC is registered on the Absher Business government portal, enabling full compliance with IQAMA issuance, renewal, visa stamping, and employee status tracking.

MUSANED Platform (Domestic Workers)

Registered on the MUSANED platform for overseas domestic worker recruitment, managed by MHRSD, ensuring ethical and legally compliant overseas worker mobilisation.

B ISO MANAGEMENT SYSTEM CERTIFICATIONS

QMS
ISO 9001:2015 — Quality Management System

Cert No. 10389-QMS-1389 | Issued: 23-Mar-2022 | Expiry: 22-Mar-2025 Governs all recruitment, screening, documentation, and mobilisation processes to ensure consistent, measurable quality in every manpower supply engagement.

EMS
ISO 14001:2015 — Environmental Management System

Cert No. 10079-EMS-1079 | Issued: 23-Mar-2022 | Expiry: 22-Mar-2025 Confirms IIC's commitment to environmentally responsible operations and full compliance with KSA environmental regulations across all project sites.

OHS
ISO 45001:2018 — Occupational Health & Safety

Cert No. 10075-OHSMS-1075 | Issued: 23-Mar-2022 | Expiry: 22-Mar-2025 Demonstrates IIC's systematic approach to worker safety, incident prevention, and health protection — the gold standard for OH&S; management systems worldwide.

Certified by Bluestar Management Systems, accredited by United Accreditation Foundation (UAF) — IAF MLA Signatory. Verifiable at www.bluestarmspl.com · www.uafaccreditation.org · www.iafcertsearch.org

C CLIENT VENDOR REGISTRATIONS

CLIENT	VENDOR ID	STATUS	APPROVED SCOPE
Saudi Aramco	10111304	ACTIVE	Manpower Supply — Upstream, Downstream, Refinery & EPC Projects
SABIC	44061530	ACTIVE	Manpower Supply — Petrochemical Plants, Affiliates & Industrial Facilities



D WORKER QUALIFICATION & SAFETY CERTIFICATIONS REQUIRED BY BLC

TVTC Trade Certificate

Saudi Technical & Vocational Training Corporation certificate — mandatory for skilled tradesmen. IIC verifies TVTC credentials for all craft-level workers before deployment.

GAMCA / WAFID Medical Fitness

Gulf Approved Medical Centres Association (GAMCA) medical test mandatory for all overseas hires. WAFID biometric enrollment required prior to visa issuance.

H2S Awareness Certification (OPITO/STCW)

Mandatory for all personnel deploying to oil & gas sites. Valid H2S Awareness certificate to OPITO standard required prior to site access.

Aramco Contractor Safety Induction (CSI)

Mandatory Saudi Aramco Contractor Safety Induction for all workers on Aramco worksites. IIC coordinates and tracks CSI completion for every deployed employee.

SABIC Safety Passport / Site Induction

SABIC-approved safety passport and site-specific induction completed by all IIC personnel before entering SABIC facilities and affiliated plant areas.

BOSIET / HUET (Offshore Personnel)

Basic Offshore Safety Induction & Emergency Training (BOSIET) and Helicopter Underwater Escape Training (HUET) — mandatory for all offshore platform deployments.

First Aid & CPR (Saudi Red Crescent / IFRC)

Valid First Aid and CPR certificate from Saudi Red Crescent Authority or equivalent internationally recognised body required for supervisory roles.

Rigging & Lifting Certification (SASO/ASME B30)

Rigging and lifting gear inspection certificates compliant with Saudi Standards, Metrology and Quality Organization (SASO) and ASME B30 lifting standards.

Scaffolding Certificate (CISRS / CITB)

CISRS or CITB scaffolding certificate required for all scaffolders. Advance Scaffolding card mandatory for Scaffold Supervisors on Aramco and SABIC sites.

Welding Qualification (ASME IX/AWS/ARAMCO)

Welders must hold valid WPS/PQR qualification to ASME Section IX, AWS D1.1, or Aramco-specific welding procedure specifications based on project requirements.

CSWIP / ASNT — Inspection Certificates

QA/QC and welding inspectors must hold valid CSWIP (TWI) or ASNT Level II/III NDT certifications — essential for Aramco, SABIC, and EPC inspection roles.

IQAMA — Valid Residency & Work Permit

All foreign nationals must hold a valid IQAMA (Iqama) and work permit issued by the Ministry of Interior. IIC manages all IQAMA processing and renewals.

Fully Licensed · Certified · Compliant with Saudi Arabia Government Requirement

CERTIFICATES



Certificate

Bluestar Management Systems

Certificate of Registration

This is to certify that the Quality Management System of

INDEPENDENT INNOVATION GEN. CONT. CO.

P. O. Box. No.: 2654, Jabal Street,
Al Jubail-31951, Kingdom of Saudi Arabia

has been assessed and conforms to the requirements of :

ISO 9001:2015

for the following activities

Civil, Electrical & Mechanical Works, Air Conditioning Works, Maintenance and Operation of Electrical Facilities, Drilling Works, Telecommunication Services, Hydro Test, Light & Heavy Equipment Rentals, Industrial Maintenance & Support Services, Turn Around & Shutdown Maintenance activities, Repair of Static Equipment, Fabrication of Structural Steel, Piping and Static Equipments

Certificate Number : 10336-QMS-1336

Original Issue Date	: 02-Sep-2021	
Current Issue Date	: 11-Oct-2025	
Expiration Date	: 01-Sep-2027	
1st Surveillance Due Before	: 01-Sep-2025	Done on: 08-Oct-2025
2nd Surveillance Due Before	: 31-Aug-2026	Done on : *Not Yet Due*

As per accreditation rules, it is mandatory to get both 1st & 2nd surveillance audits done at least 30 days before the due date. If surveillance audit is not done till due date of both "1st & 2nd SURVEILLANCE DUE DATES" then this certificate shall become invalid on the due date. The client should send a proposed date for each surveillance audit at least 15 days before the due date at the email given below. Re-certification audit shall be conducted three months before expiration date.

CB-MS-1103
United Accreditation Foundation
United States of America

For BMSPL

ORIGINAL CERTIFICATE 13989

The validity of this certificate is contingent upon the condition that the client has understood & agreed and shall abide by contract agreement, certification agreement, Master agreement for certification services and logo rules as given on our website It applies only to the documentation maintained by the client and it does not substitute the design or product testing or examination procedures, whatsoever. The certificate remains valid until the manufacturing conditions and the quality systems are not changed. This certificate validity is subject to positive results of surveillance audit. This certificate is the property of Bluestar Management Systems. The validity of this certificate can be verified at Bluestar, UAF & IAF Website.

Bluestar Management Systems

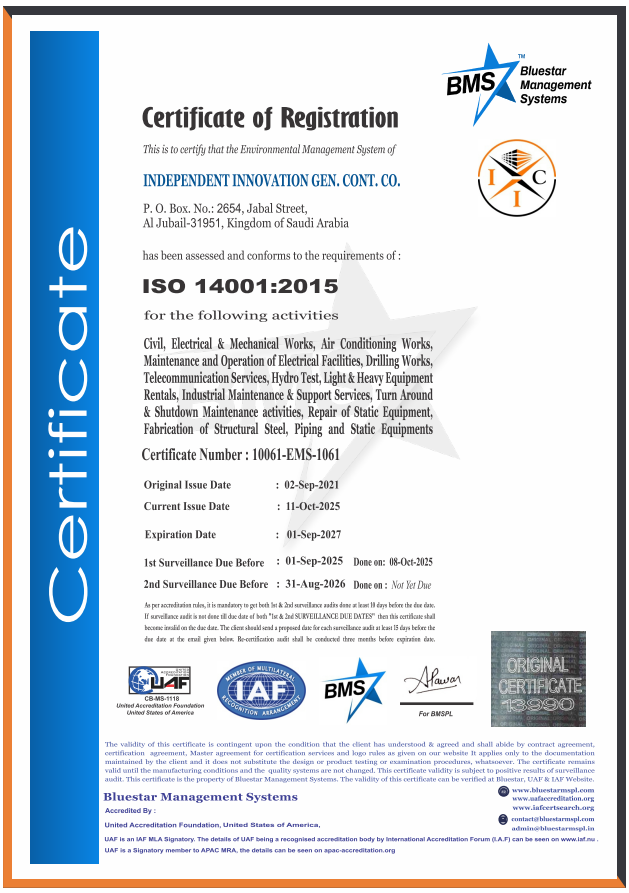
Accredited By :

United Accreditation Foundation, United States of America,

UAF is an IAF MLA Signatory. The details of UAF being a recognised accreditation body by International Accreditation Forum (I.A.F) can be seen on www.iaf.nu.

UAF is a Signatory member to APAC MRA, the details can be seen on apac-accreditation.org

www.bluestarmspl.com
www.uafaccreditation.org
www.iafcertsearch.org
contact@bluestarmspl.com
admin@bluestarmspl.in



Certificate

Bluestar Management Systems

Certificate of Registration

This is to certify that the Environmental Management System of

INDEPENDENT INNOVATION GEN. CONT. CO.

P. O. Box. No.: 2654, Jabal Street,
Al Jubail-31951, Kingdom of Saudi Arabia

has been assessed and conforms to the requirements of :

ISO 14001:2015

for the following activities

Civil, Electrical & Mechanical Works, Air Conditioning Works, Maintenance and Operation of Electrical Facilities, Drilling Works, Telecommunication Services, Hydro Test, Light & Heavy Equipment Rentals, Industrial Maintenance & Support Services, Turn Around & Shutdown Maintenance activities, Repair of Static Equipment, Fabrication of Structural Steel, Piping and Static Equipments

Certificate Number : 10061-EMS-1061

Original Issue Date	: 02-Sep-2021	
Current Issue Date	: 11-Oct-2025	
Expiration Date	: 01-Sep-2027	
1st Surveillance Due Before	: 01-Sep-2025	Done on: 08-Oct-2025
2nd Surveillance Due Before	: 31-Aug-2026	Done on : *Not Yet Due*

As per accreditation rules, it is mandatory to get both 1st & 2nd surveillance audits done at least 30 days before the due date. If surveillance audit is not done till due date of both "1st & 2nd SURVEILLANCE DUE DATES" then this certificate shall become invalid on the due date. The client should send a proposed date for each surveillance audit at least 15 days before the due date at the email given below. Re-certification audit shall be conducted three months before expiration date.

CB-MS-1110
United Accreditation Foundation
United States of America

For BMSPL

ORIGINAL CERTIFICATE 13990

The validity of this certificate is contingent upon the condition that the client has understood & agreed and shall abide by contract agreement, certification agreement, Master agreement for certification services and logo rules as given on our website It applies only to the documentation maintained by the client and it does not substitute the design or product testing or examination procedures, whatsoever. The certificate remains valid until the manufacturing conditions and the quality systems are not changed. This certificate validity is subject to positive results of surveillance audit. This certificate is the property of Bluestar Management Systems. The validity of this certificate can be verified at Bluestar, UAF & IAF Website.

Bluestar Management Systems

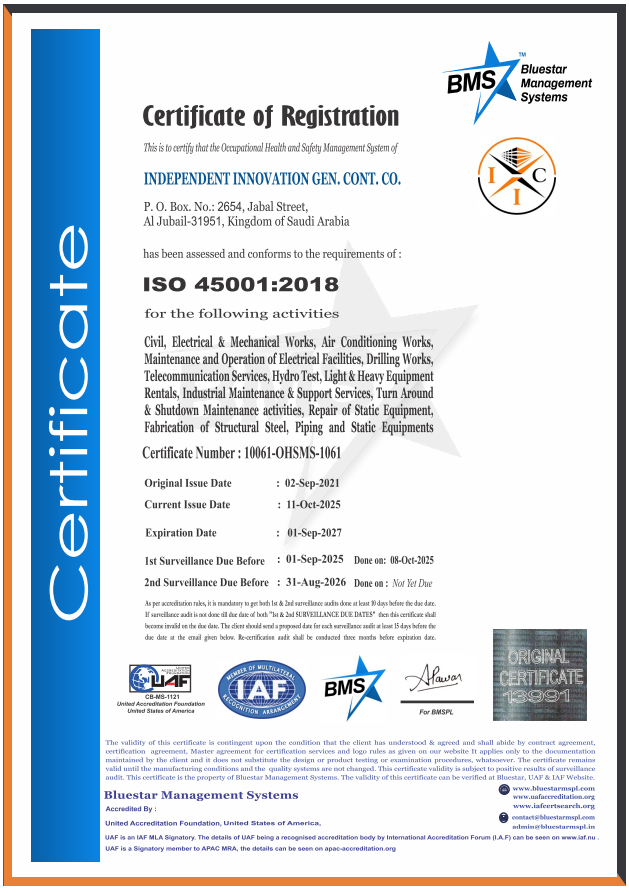
Accredited By :

United Accreditation Foundation, United States of America,

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www.bluestarmspl.com
www.uafaccreditation.org
www.iafcertsearch.org
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admin@bluestarmspl.in



Certificate

Bluestar Management Systems

Certificate of Registration

This is to certify that the Occupational Health and Safety Management System of

INDEPENDENT INNOVATION GEN. CONT. CO.

P. O. Box. No.: 2654, Jabal Street,
Al Jubail-31951, Kingdom of Saudi Arabia

has been assessed and conforms to the requirements of :

ISO 45001:2018

for the following activities

Civil, Electrical & Mechanical Works, Air Conditioning Works, Maintenance and Operation of Electrical Facilities, Drilling Works, Telecommunication Services, Hydro Test, Light & Heavy Equipment Rentals, Industrial Maintenance & Support Services, Turn Around & Shutdown Maintenance activities, Repair of Static Equipment, Fabrication of Structural Steel, Piping and Static Equipments

Certificate Number : 10061-OHSMS-1061

Original Issue Date	: 02-Sep-2021	
Current Issue Date	: 11-Oct-2025	
Expiration Date	: 01-Sep-2027	
1st Surveillance Due Before	: 01-Sep-2025	Done on: 08-Oct-2025
2nd Surveillance Due Before	: 31-Aug-2026	Done on : *Not Yet Due*

As per accreditation rules, it is mandatory to get both 1st & 2nd surveillance audits done at least 30 days before the due date. If surveillance audit is not done till due date of both "1st & 2nd SURVEILLANCE DUE DATES" then this certificate shall become invalid on the due date. The client should send a proposed date for each surveillance audit at least 15 days before the due date at the email given below. Re-certification audit shall be conducted three months before expiration date.

CB-MS-1121
United Accreditation Foundation
United States of America

For BMSPL

ORIGINAL CERTIFICATE 13991

The validity of this certificate is contingent upon the condition that the client has understood & agreed and shall abide by contract agreement, certification agreement, Master agreement for certification services and logo rules as given on our website It applies only to the documentation maintained by the client and it does not substitute the design or product testing or examination procedures, whatsoever. The certificate remains valid until the manufacturing conditions and the quality systems are not changed. This certificate validity is subject to positive results of surveillance audit. This certificate is the property of Bluestar Management Systems. The validity of this certificate can be verified at Bluestar, UAF & IAF Website.

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INDEPENDENT INNOVATION
Your trusted **manpower partner**
for Saudi Arabia, GCC & beyond

Delivering Solutions, Beyond Expectations





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INDEPENDENT INNOVATION

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