



TRAINING & SKILLING

INTERNATIONAL RECRUITMENT

MANPOWER SOLUTION



DISASTER MANAGEMENT



FACILITY MANAGEMENT

BACKGROUND VERIFICATION

SECURITY

EAGLE HUNTER SECURITY SOLUTIONS

YOUR SECURITY IS OUR CONCERN



Since 1982

EAGLE HUNTER SOLUTIONS LTD.
COMPLETE MANPOWER AND SECURITY SOLUTIONS

Eagle Hunter Solutions Ltd - Expertise and Offerings – Business Verticals

Building the Company globally

Further increasing scale and global presence

Alignment of the Company behind a core value proposition

Group Companies and Functions

- Eagle Hunter Security Solutions
– *Your security is our concern*
- Eagle Hunter Manpower Solutions
– *Get the staff you need now*
- Eagle Hunter Training And Skilling Services
– *Do it when you skill it*
- Eagle Hunter Integrated Facility Management
– *Your trusted partner in facility management*
- Eagle Hunter International Recruitment
– *Where talent meets opportunity*
- Background Verification Services
– *Enhancing security and trust*
- Eagle Hunter Disaster Management
– *Ready for anything- anytime.*
- Eagle Hunter Forensic & Cyber Security Services
– *Defenders of the digital frontier*



Eagle Hunter Solutions Ltd (Eagle Hunters) is the flagship & holding company of the Eagle Hunters Group, headquartered in Delhi and operating more than 40 Branch offices in over Indian States.



Annual revenue of over INR 225 Crores



Leading professional integrated facility management, fleet management, security solutions & manpower services, disaster management and background verification, supported by state of art technology with a dedicated workforce of 25,000 plus.



Acquired Alert Commandos Private Ltd in 2015
Global presence – Dubai, Singapore, London, Saudi Arabia, Thailand, Japan etc.



A leading organization in India in the field of recruitment since 2015. We source and groom the right talent and ensure seamless onboarding so our clients can focus on their core business. We work with market leaders across agriculture, hospitality, security services, facilities management, logistics, automotive, healthcare etc.



To be valued at USD 500 M by 2032

OVERVIEW



42 years experience
Incorporated in 1982



- Indian multinational company sourcing from India, UAE, Japan, Thailand, Sri Lanka, Africa, UK, Nepal and Singapore
- A network of training academies throughout the country with specially skilled trainers recruited globally for best global practices.
- Multiple clients across the globe from various industries
- Blue / Grey / White Collar



An ISO- 9000 certified Organisation with national and International Accreditation

- ISO-9001:2008 Certified Company
- ISO-9001:2015 Certified Company
- ISO-14001:2015 Certified Company
- OHSAS-18001:2007 Certified Company
- SOC 2 Type II, ISO 27701 and ISO 27001



- 7 Business Groups
- 1200+ Active Clients
- 25,000+ Manpower
- 35 Branches
- Technology Driven
- 24 x 7 x 365 Days
- EHIR manpower recruitment solution company with pan India presence

VISION, MISSION, VALUES AND GOALS



Our vision is to be the global leader in delivering innovative and comprehensive security services, manpower solutions, facility management, staffing & recruitment services building strong and lasting relationships with our clients for sustained growth

Our mission is to create safer communities and more productive workplaces worldwide helping our clients to focus on their core business supported with trained manpower to gain professional & commercial edge. We aim to maintain integrity, excellence, and professionalism while adapting to our clients' evolving needs.

Values: At Eagle Hunter Solutions Limited, our core values are the foundation of our culture, guiding our interactions and driving our commitment to excellence as we build lasting relationships.

- ★ Respect and Integrity
- ★ Honesty and Compassion
- ★ Trust and Transparency
- ★ Kindness and Support
- ★ Confidence and Growth

We strive to enable them to achieve their aims in work and in life and develop their careers through coaching and training
We recognize everyone's contribution to our success - our staff, our clients, our candidates, our investors and environment.

GOALS

BUSINESS

- T/O USD 100 M by 2027
- T/O USD 500 M by 2032
- Presence across continents
- Technology & Compliance

CUSTOMERS

- A large customer database
- Across industries & continents
- Maximum repeat customers
- High net promotor score

EMPLOYEES

- The best place to work
- Equal opportunity
- Ethical & Professional
- Training & Growth

PARTNERSHIP

- Reliable & long lasting
- Global partnership
- Co-operative & compliant
- Value Creator

LEADERSHIP TEAM



Mr. Bach Raj Lohia: Founder & Chairman

A dynamic entrepreneur with an enchanting personality whose vision and creative imagination translated Eagle Hunter to become the largest transnational Indian company in the field of security services industry across the continents. Mr. B.R Lohia is the recipient of Udyog Gaurav Award for the year 1995 given by All India organizational Entrepreneurial confederation in recognition of his outstanding services to security/ manpower, method management and excellence in the chosen field of activity. His business interests are spread across a variety of activities, including but not limited to security, facility management, waste management, education, hospitality and real estate. It was under his far-sighted guidance and leadership the company witnessed a phenomenal and steady growth. Mr. Lohia has been a social activist and has been involved in CSR/ and skill development programs across India, where we train people from being unskilled and upgrade their skills and give them opportunity to work in reputed companies, his works all along and has been contributing towards the betterment of society in his own ways for the past many years. Union handling and government liasoning in central and state governments is another positive attribute of Mr. B.R. Lohia, because of his ground connections and his grass root working experience

Mr. Anand Shukla: Additional Director EHSL

A pragmatic Human Resource Strategist and Business Transformation Leader with over 35 years of diverse, cross-industry experience across FMCG, Consumer Durables, Manufacturing, Alcoholic Beverages, and Infrastructure. Passionate for driving pivotal growth, operational excellence, and sustainable success, have led organizations across India, Indonesia, UAE, and Africa through large-scale business and cultural transformations. As a certified Executive Coach and an alumnus of Harvard Business School's Advanced Management Program, he blends global perspectives with a unique combination of HR expertise and business acumen. As a dynamic leader with a P&L mindset, he has successfully helmed strategic initiatives, including one of India's largest acquisitions in the beverage sector. His ability to translate vision into action has driven double-digit growth, optimized operations, and enhanced customer satisfaction across industries. Adept at market expansion, business development, and cross-functional leadership, he thrives on solving complex challenges with clarity and agility. His leadership is marked by tangible outcomes: streamlined processes that reduced costs, innovative solutions that improved efficiency, and high-performing teams that delivered measurable results.

Ajay Lohia: Joint Managing Director EHSL

MBA finance from Wales, UK; Ajay Lohia is in command since 2010 and has been successfully running the facility management wing at Eagle Hunter Facility Management services (EH-FMS) for many years. In 2016 he joined as the CEO at EHSL, since then the Company has witnessed an impressive growth across all verticals. His vision, fresh & innovative approach and strong business ethics have by far carved his success story. His visionary leadership, innovative approach, and strong business ethics have significantly contributed to his success. My core competencies include new business development, department reorganization, organizational leadership, and strategic planning and policy formulation. I work in sync with the founder, board of directors, and dedicated employees of EHSL to deliver business-critical results driven by ethical business practices, social responsibility, and innovation. I have successfully resolved complex business challenges, increased revenue generation, and created an environment where employees and business associates can meet their highest potential and deliver growth-oriented results. I am passionate about empowering and enabling our clients and stakeholders to achieve their goals and objectives.

Abhay Kumar Singh: Director – International Business

Abhay Kumar Singh is a well-known international professional with over 18 years of broad experience in strategy, sales and marketing, operations, merchandising, team management, P&L management, buying, and stakeholder relations. His expertise covers several industries, including retail, supply chain management, fintech, construction, project management, security, training, and recruitment. He has worked in both public sector organizations (like WAPCOS and NSDC) and private companies (such as Chalhoub, Apparel Group, and Spendwisor). Currently, he is the Director of international placement at Eagle Hunter, managing the international business for the group companies. With a BTech from NIT Trichy and an MBA from Singapore/ Dubai, he is a successful professional known for his attention to detail and ability to achieve goals with limited resources.

OUR SERVICES



Security Services

- Manned guarding
- Security training & escort guarding
- Event travel security support
- Parking management
- Integrated smart traffic incidence response mechanism
- Perimeter Protection & access control
- Vendor management
- Consulting & risk assessment
- Forensic and cyber security
- Logistics services (Vehicle on rent)



Skill & Training

- Soft skills grooming session
- Greeting etiquettes & basic manners
- Language training
- Book keeping
- Compliance & safety.
- Certification programme.
- On-the-job training.
- On-boarding.
- Workplace safety



Facility Management

- Car leasing
- Hygiene and pest control
- Carpet / Chair / sofa / furniture cleansing
- Electro and mechanical services
- Cleaning & Sanitization
- Ground keeping
- Landscaping
- HVAC
- Plumbing services



Background Verification

- Identity check
- Workplace safety
- Employment verification.
- Education verification
- Address verification
- Reference checks
- Drug testing
- Professional license verification
- Credit history check



Manpower Solution

- Identify critical staffing gap
- Fast track recruitment process
- Temporary staffing options
- Resource allocation & optimization
- Recruitment services
- Workforce management
- Outsourcing services



International Recruitment

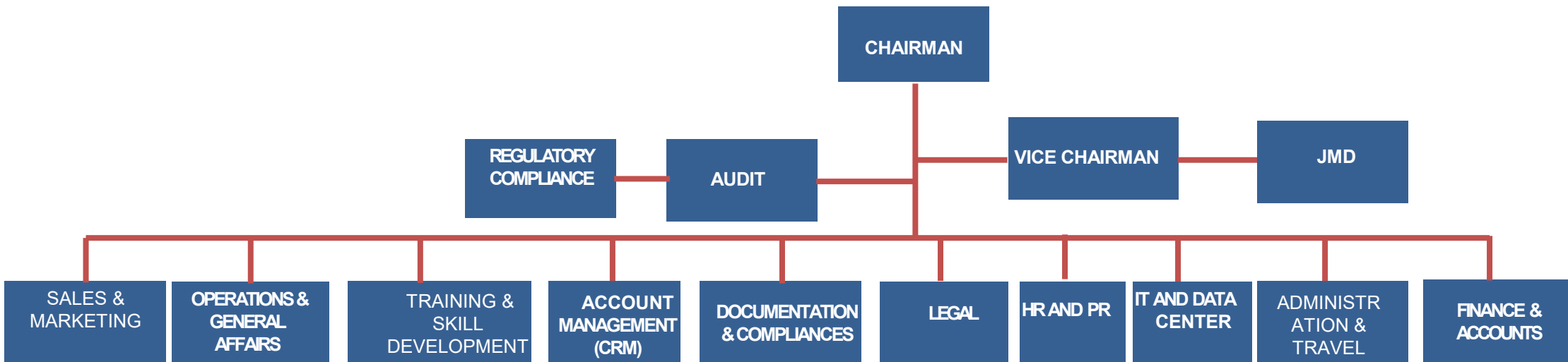
- Global talent sourcing
- Compliance with local regulations
- Cultural & language considerations
- Remote work & reallocation options
- International recruitment strategy



Disaster Management

- Risk management & preparedness
- Emergency response plan
- Resource allocation management
- Recovery & resilience building
- Crisis management team.

ORGANIZATIONAL STRUCTURE



Governance Model



Country Team



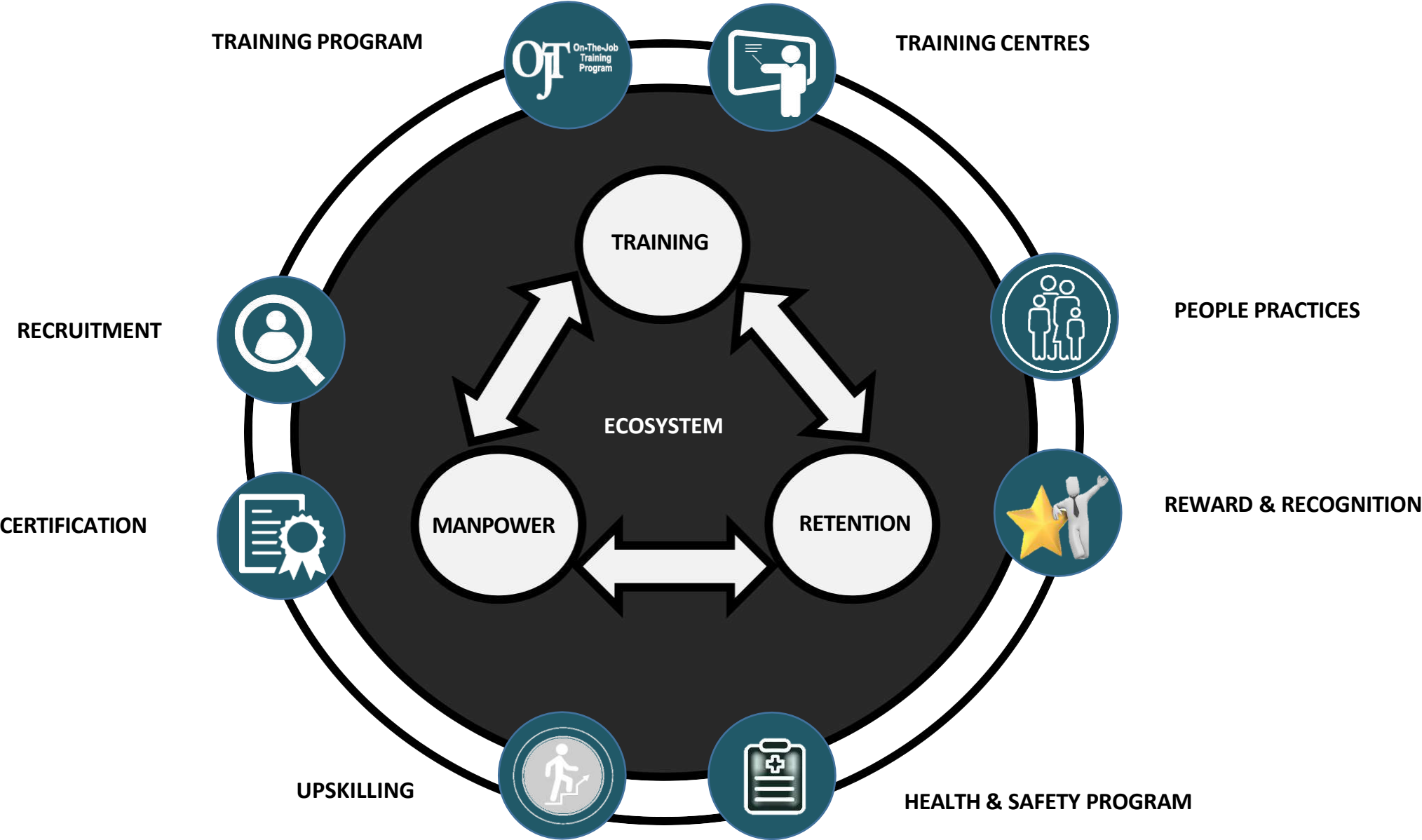
INDIA FOOTPRINT – BRANCHES AND PSARA



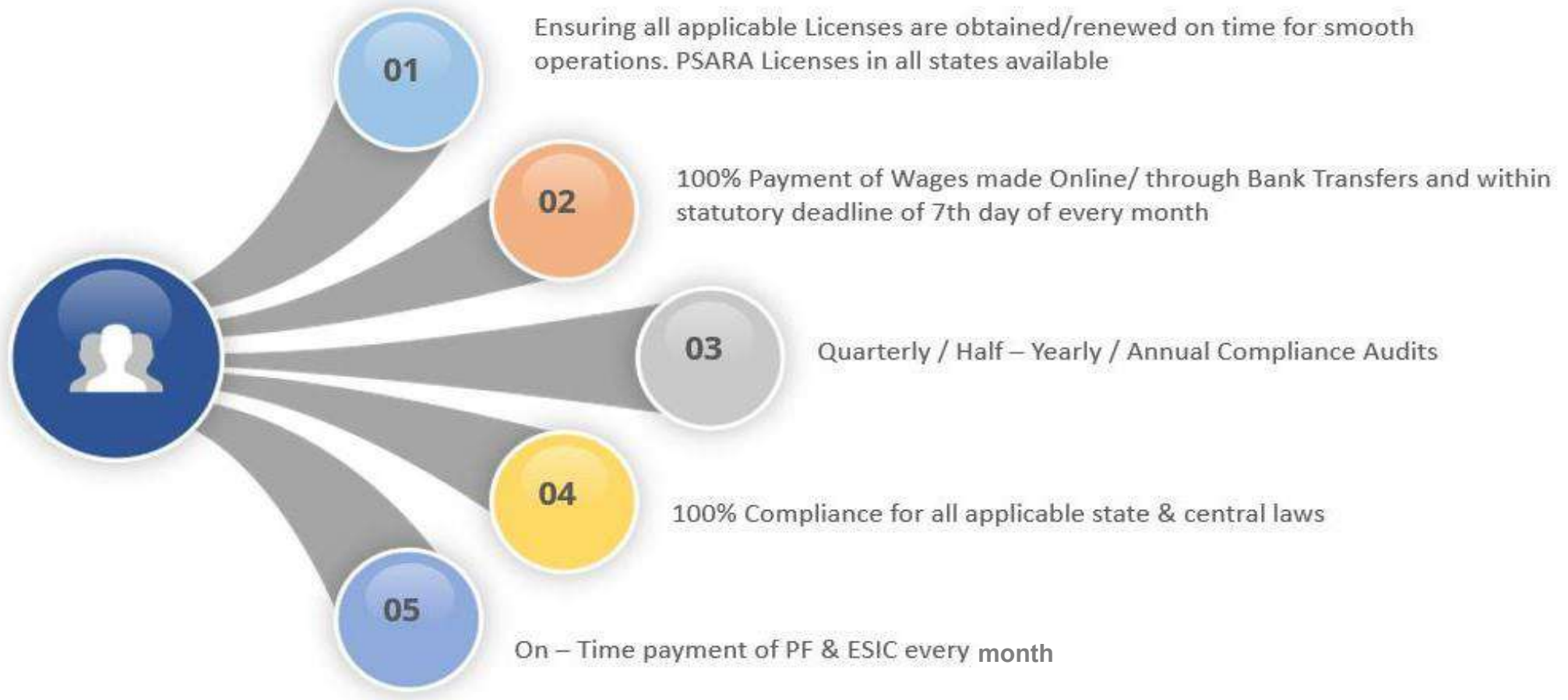
- HQ – Delhi, India
- Operation in 21+ states across India
- 5 Regional offices
 - a) Gurgaon, Haryana
 - b) Raipur, Chhatisgarh
 - c) Bangalore, Karnataka
 - d) Mumbai, Maharashtra
 - e) Kolkata, West Bengal
- 45 Branch offices
- 200+ back-office employees
- 15+ Govt. approved, SSSDC accredited training centers
- Presence in all A, B and C cities
- Preferred brand with all licenses & following all regulations
- 1200+ Active Clients
- 65 Branches
- Technology Driven
- 24 x 7 x 365 Days



OUR PHILOSOPHY



COMPLIANCE



- Company certified with (System and Organization Controls) SOC 2 Type II, ISO 27701, and ISO 27001
- 1000+ RA License from MEA, GoI
- Empanelled with MEA, NSDC and other government agencies (Like SSSDC, SSC, IISC etc.)
- PSARA Licenses in all states



OUR STRENGTH



Leadership team: Management led by the Founder Chairman, includes veterans from Armed Forces, Police, Intelligence, International professionals, Industry leaders, highly educated and ethical professions, and Advisors / Consultants.

Our Training Centers: We count ourselves as unique in many ways but one of our major strengths is our Training Centres spread across India, 15 + Training Centres develop huge database of available candidates. Beyond skilling, we help skill centers, large contractors and direct employers with sourcing and onboarding of candidates. We have the largest network of organized mobilisers across UP, Bihar, Orissa, Jharkhand, Karnataka, Rajasthan, North East, Tamilnadu, West Bengal and many more.

PSARA Licenses: Eagle Hunter has PSARA Licenses of multiple states with immense reach and huge client base

Tech Platform: Tech based aggregation platform can be adapted to any industry and generate bulk recruitment. Capability to make online courses for remote learning and training modules, as per clients need

Integrity: Eagle Hunter is a reputed brand with long term client base assuring highest level of integrity and confidence with best services. Structured within the Corporate Organization for systematic operations, risk mitigation and issues resolution.

Database: Our India wide reach ensures huge database of work force available for employment globally within all sectors

Recruitment Strategy: As a local independent recruitment agency, we can offer a flexible response to differing challenges – strategic decisions can be made on the spot. Company associates hand-picked for optimization and stringent standards.

Service Level Agreements (SLAs): We are happy to work with clients' individual SLAs or, alternatively, a negotiated SLA to cover critical aspects of service expectations including timings for permanent and temporary response to vacancies.

Eagle Hunter International: Aims to deliver quality temporary and permanent staff recruitment services with active database of high caliber, experienced individuals who are fully interviewed at registration.

Network: We have a very strong network of people and partners across the globe from various background to supply the candidates in no time. A well trained and very ethical and does the background verification before producing the candidates for the selection process.

Language training: A great team structure for language training and certifications for English, Japanese and German language.

Trade Test and Certifications: A great number of partners are associated with us with state of the art trade test center and certification

WHY US

Presence, Expertise and Experience

- a) Presence in all A, B and C cities
- b) Preferred brand with all licenses & following all regulations
- c) International business presence
- d) Leverage to the hierarchy structure
- e) Large Database of candidates
- f) Multiple candidates at various stages of the deployment and training process
- g) Well trained, educated and professional staff
- h) Client retention 10+ years
- i) Full compliance



Quality Process and systems

- a) Recruitment through training centres
- b) 35+ training centres (JV & Non JV)
- c) Background verification company
- d) State of Art Technology
- e) Standard ERP systems and well defined processes
- f) 24x7 monitoring through dedicated staffs
- g) Non-unionized company
- h) Employees retention 95%+
- i) Highly customized management information system (MIS)



Strong Management Team

- a) Diverse & Vibrant Team from across industry & functional experiences
- b) Visionary Leadership with international experience
- c) Well qualified dynamic professionals
- d) Fully operational satellite offices
- e) Prompt response by proactive management at various levels
- f) Focus on Speed-to-Hire and Quick Turnaround Time

Business Continuity Infrastructure

- a) Back up centres in multiple cities
- b) Zero debt organization
- c) Surplus reserve of manpower
- d) A large number of training centers equipped for multiple sectors
- e) Govt. approved, SSDC, SSC and NSDC accredited training establishments
- f) Partnerships with multiple training entities
- g) Tailored solutions for your unique requirements



EAGLE HUNTER SECURITY SOLUTIONS

YOUR SECURITY IS OUR CONCERN



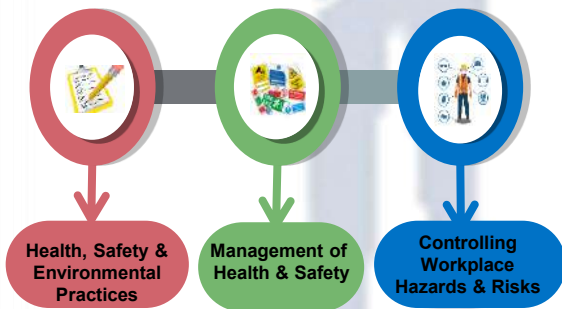
OVERVIEW



Our Vision is to relentlessly pursue technological innovation and excellence for the seamless security services and benefit of our clients. To become the preferred and trusted partner to manage the security services and business environment as we envision “Your security is our concern”. By investing in people, technology, and partnerships to shape the future of the security industry and create a safer world.

Our Mission is to become trusted partner of our business by delivering timely services with a focus on sustainable best practice while keeping at par with international standards of operation, technology, security personnel, tools & equipment.

Eagle Hunter Solutions Limited (Established in 1982) has established a strong presence over four decades, earning a reputation for exceptional security services across private and government sectors. Recognized as one of India’s top security service providers, Eagle Hunter has served and several prestigious clients from industries such as manufacturing, educational institutions, healthcare facilities, warehouse and logistics, malls and retail chains etc. We are serving our renowned and MNC companies such as Tata Power, MPPKVY, WBSETCL, GDA, Medanta, Birla White – Ultratech – Aditya Birla, L&T, Indigo etc. Our top clients fall under the category Forbes 100 and we are providing services to our MSME clients.



HSE encompasses a range of practices, policies, and regulations to minimize hazards, prevent accidents and injuries, and promote sustainable practices. The system is certified to ISO 45001 and ISO 14001 in their latest editions. We have effective HSE management system which consists of the following eleven components: Leadership and dedication, Policies and procedures, Identification, evaluation, and management, Training and Competency, Communication and consultation, Procedures for reporting and investigating, Monitoring and performance evaluation, Constant improvement, Policies and Procedures, Legal and regulatory compliance, Hazard identification and risk assessment.



Quick Response Teams (QRTs) play a crucial role in enhancing the effectiveness of security guard companies by providing rapid and agile responses to various security situations. These teams are specifically trained and equipped to handle emergencies, security breaches, and other critical incidents. To rescue these victims in the shortest possible time and to provide legal assistance and support, QRT was established. The members of quick response team quickly rush to the incident place and provide rendered assistance.

YOUR SECURITY IS OUR CONCERN

INDUSTRY COVERAGE



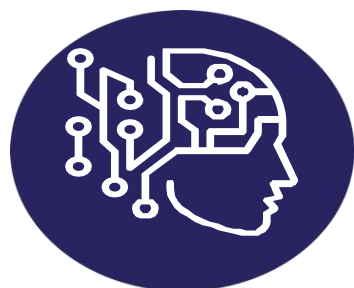
Others: Freight forwarding / supply chain, Shipping and marine, Media publishing, Tour and travel, Ports

and many more....

OVERVIEW - SERVICES



Physical Security



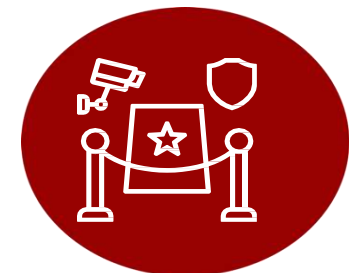
ManTech



Security Consultancy



Digital Forensics



Event Security



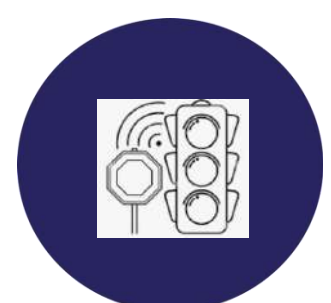
Cash Management



Security Training



Security Systems &
Equipment



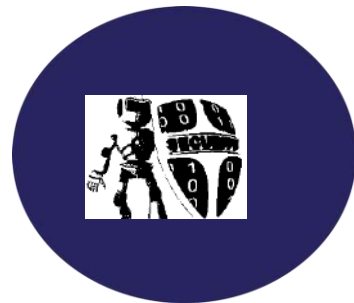
Visitor, Parking & Traffic
Management



Fleet management
& Car Leasing



Executive Protection
& Escort Guarding



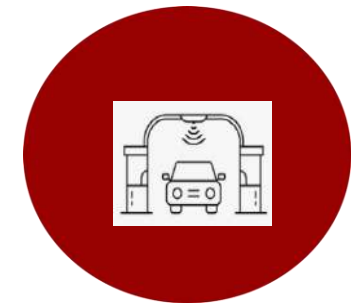
Robot Security



Security Audit Services



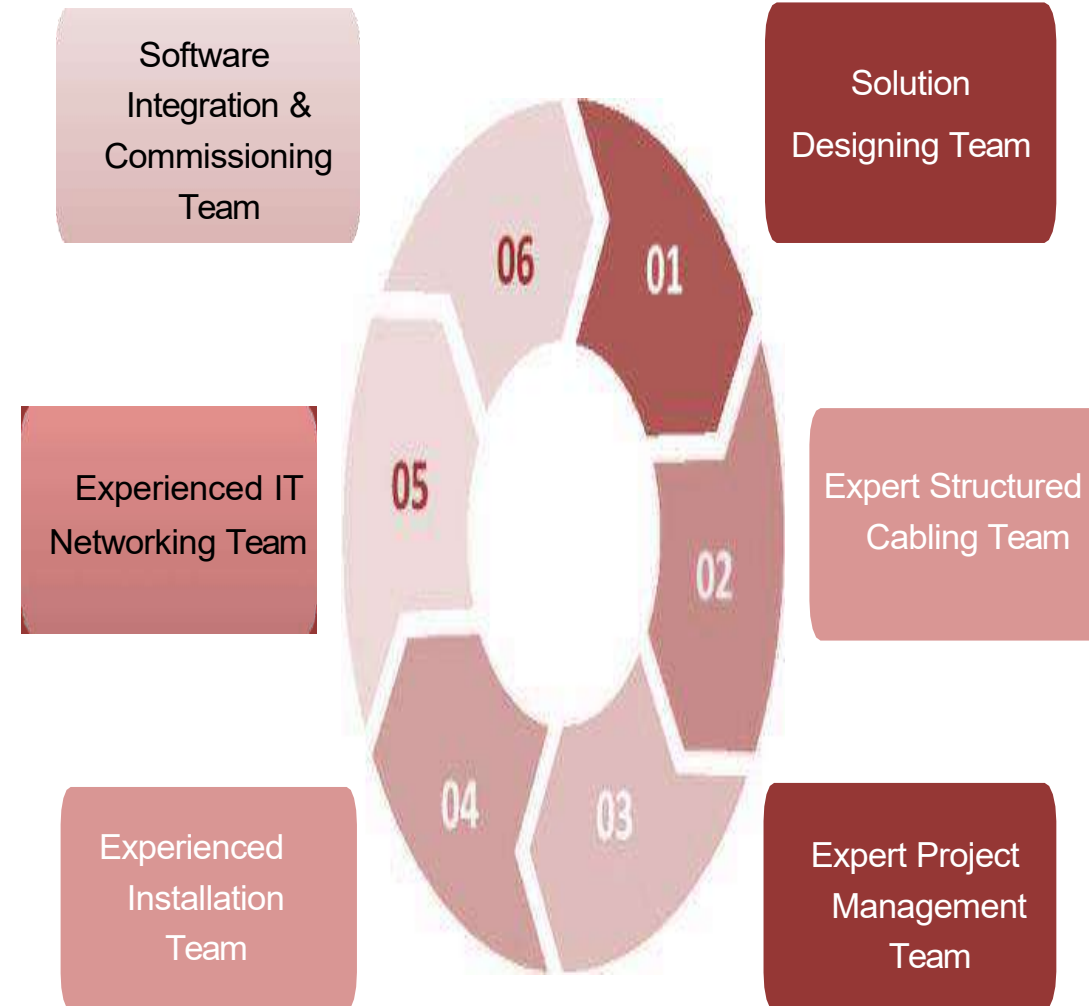
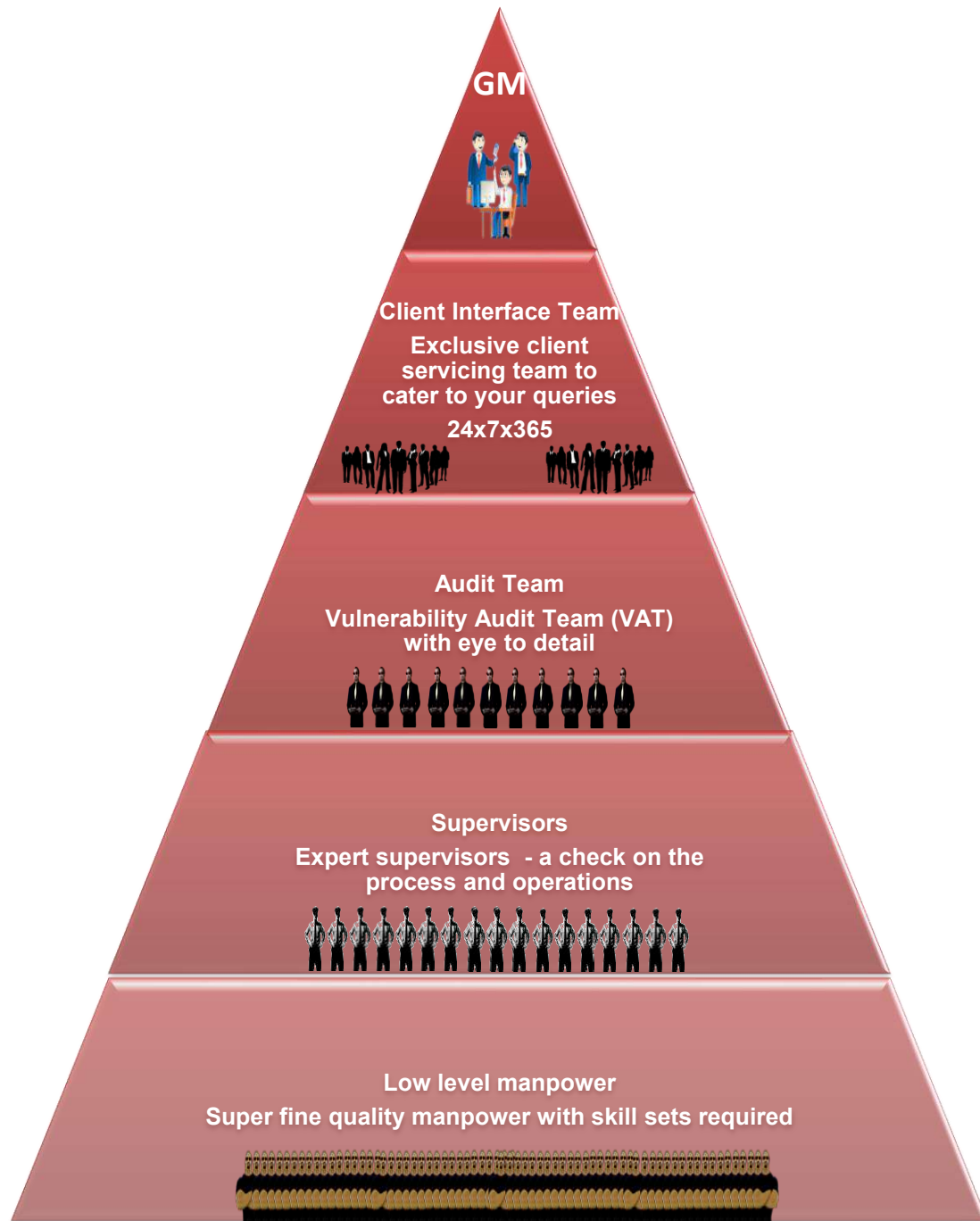
QRT & Perimeter
Protection



Highway Tolls &
Route Management

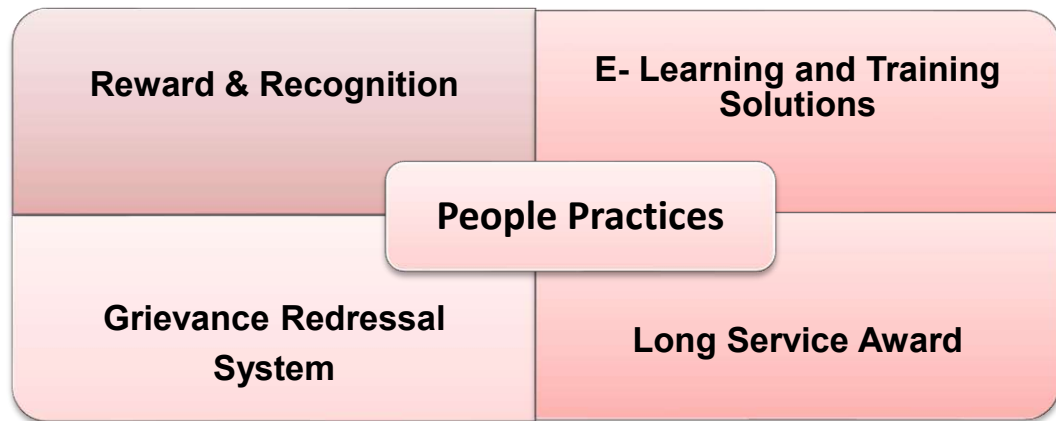
and many more....

INHOUSE EXPERT – TEAM MATRIX



TEAM OF HIGHLY EXPERIENCED MEMBERS

PEOPLE PRACTICES & TRAINING FRAMEWORK / CENTERS

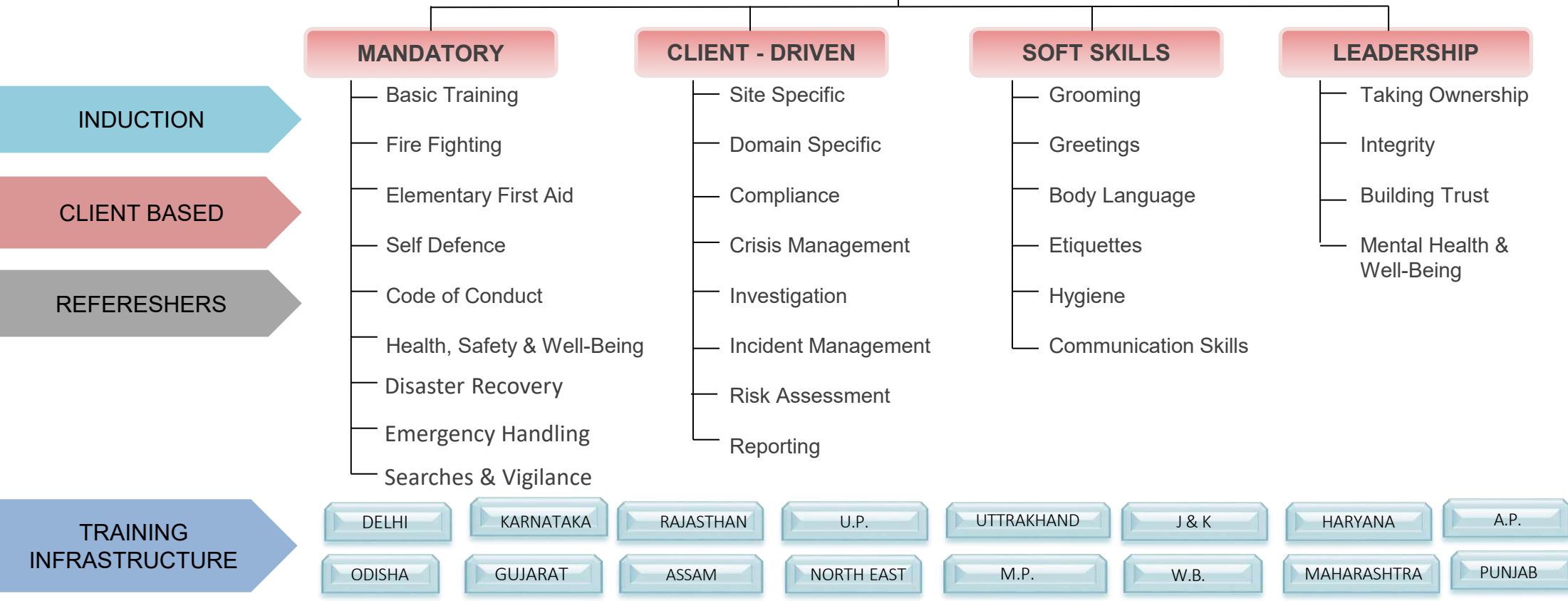


- Self Managed
- Staff Welfare, Rewards, Recognition & Grievance redressal
- Gratuity Policy
- Personal Accident Insurance
- Medi-claim Policy
- Contingency Assistance Fund

Employee Benefits

TRAINING FRAMEWORK: GUIDED BY PSARA STANDARDS

TRAINING MODULE



GOI PROGRAMMES & TRAINING



In today's dynamic and evolving security landscape, the demand for well-trained security guards and housekeeping professionals is higher than ever. Recognizing this need, we propose the establishment of an integrated training program catering specifically to the workforce requirements of security companies. Our program differentiates itself by offering a tailored curriculum that combines security and housekeeping training. This integrated approach ensures that professionals are not only skilled in security measures but are also adept at maintaining a clean and safe environment.

We have experience of following training programs under different schemes:

- Recognition of Prior Learning (RPL)
- DDUGKY
- PMKVY
- Inhouse Training and Development

Security Guard Training:

- Basic Security Protocols
- Emergency Response Procedures
- Conflict Resolution and Communication skills
- Crowd Control Techniques
- Surveillance and Monitoring
- Latest Lab Technologies.
- The GPRS Enabled Attendances System.
- On Roll Trainers and Support Staff.
- Dedicated Placement Officer.
- Company owned and staff working in Centres would be on the pay roll of Orion.
- The Training Content would be Aligned by QPNOS from the concerned SSC/MES.
- Dedicated Career Counsellor on the Payroll.
- CCTV Enabled Class room

Training Facilities: We have establish state-of-the-art training facilities equipped with:

- Simulated Security and Housekeeping Environments
- Modern Classroom Infrastructure
- Experienced and Certified Instructors

Curriculum: Our training modules are developed in collaboration with industry experts, ensuring that the content is up-to-date, relevant, and aligns with industry standards. Regular updates are made to incorporate the latest security and housekeeping practices.

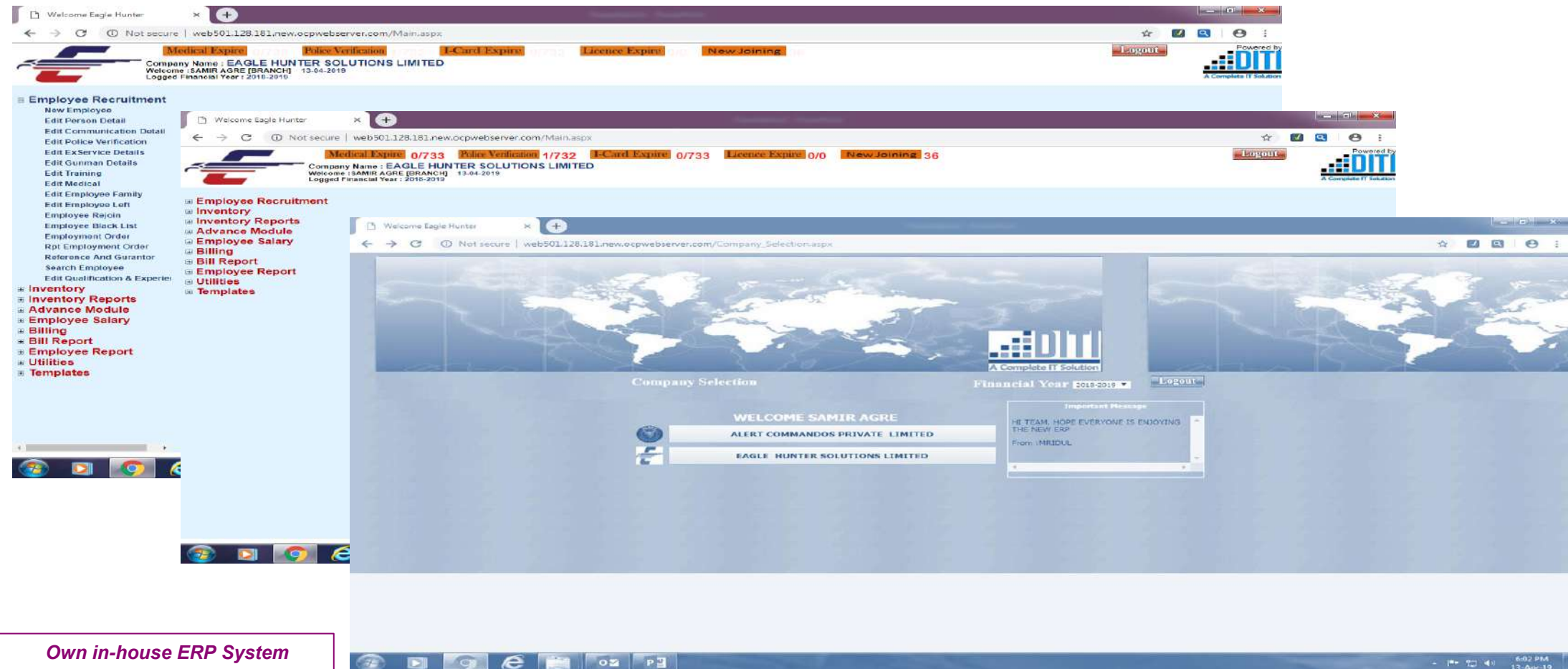
Certification: Upon successful completion of the training program, participants receives a certification recognized by industry stakeholders, enhancing their credibility within the security and housekeeping sectors.

Qualification: Eligibility criteria is very minimal

- As per PSARA, 140 Hrs is covered as per NSQF Course Content under MEPSC
- Educational Qualification: 8th Pass onwards
- So far all agency who are in MoU sponsor candidates and EHSL train them under DDU-GKY / PMKVY project to save additional cost of training.

TECHNOLOGY WEBMODULE TO CHECK ONLINE REPORTS

- The web module enable clients to check online site reports & night checker reports
- Starting from a single page, you get details of the reporting guards in shifts
- Deployment details
- Rotation of Guards
- Visit dates of the unit officer & its purpose
- Incidents reported to the visiting officer
- Query resolution by EAGLE HUNTERS
- Post wise details
- Get real-time visibility on the progress
- Scale up faster with automated background checks
- Increase productivity and build a better candidate experience
- Get customizable workflows, integrable with any HRMS or onboarding tool
- Built-in regulatory compliance and data privacy safeguards
- Other details to be maintained for the records



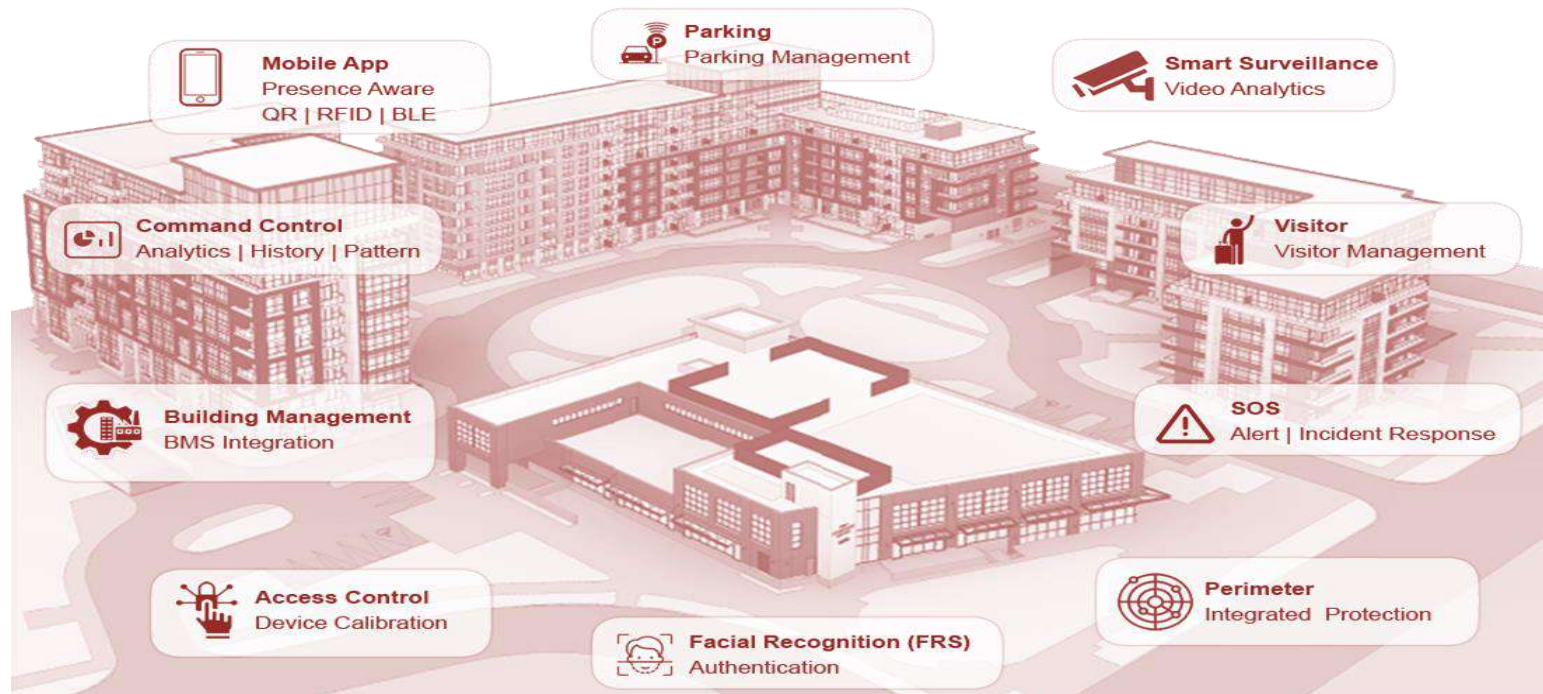
The screenshot displays the Eagle Hunter web application interface. The top navigation bar includes a logo, company name (EAGLE HUNTER SOLUTIONS LIMITED), user name (SAMIR AGRE [BRANCH]), and financial year (2018-2019). The main content area is divided into several sections:

- Employee Recruitment:** A sidebar menu with options like New Employee, Edit Person Detail, Edit Communication Detail, Edit Police Verification, Edit ExService Details, Edit Gunman Details, Edit Training, Edit Medical, Edit Employee Family, Edit Employee Left, Employee Rajola, Employee Black List, Employment Order, Rpt Employment Order, Reference And Guarantor, Search Employee, and Edit Qualification & Experience.
- Inventory Reports:** A sidebar menu with options like Inventory Reports, Advance Module, Employee Salary, Billing, Bill Report, Employee Report, Utilities, and Templates.
- Company Selection:** A main section with a world map background, a "Company Selection" dropdown, and a "Financial Year" dropdown (set to 2018-2019). Below this, there is a "WELCOME SAMIR AGRE" message and a list of companies: ALERT COMMANDOS PRIVATE LIMITED and EAGLE HUNTER SOLUTIONS LIMITED.
- Important Message:** A pop-up message box with the text: "Hi TEAM, HOPE EVERYONE IS ENJOYING THE NEW ERP From: INRIDDUL".

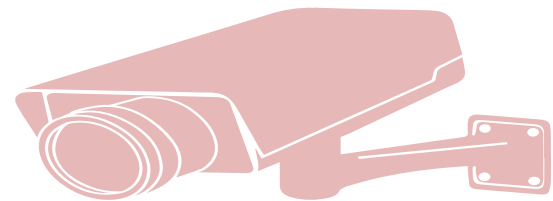
The interface also features a "Logout" button and a "Powered by DITI" logo. The bottom of the screen shows a Windows taskbar with the time 6:02 PM and date 13-Apr-19.

Own in-house ERP System

INTEGRATED SMART SECURITY SYSTEMS

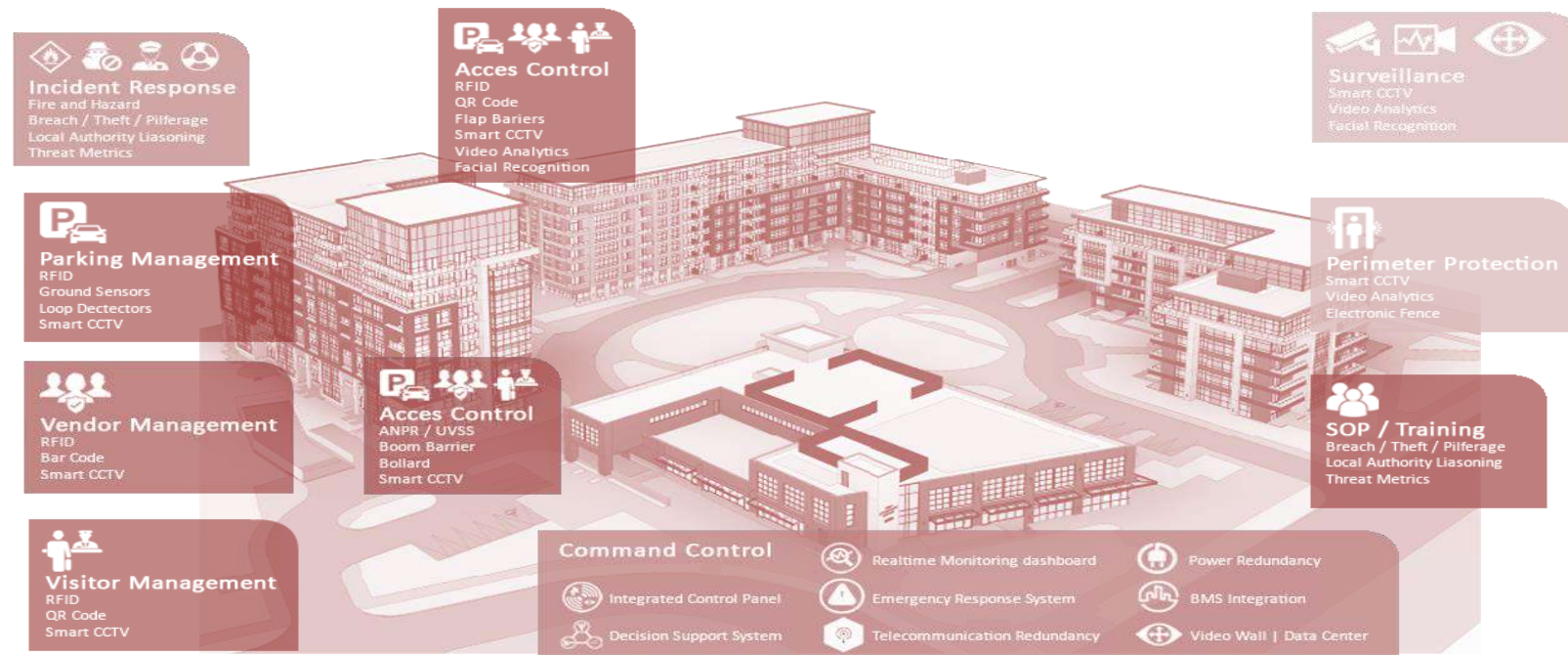


- Recently implemented the service at Maharshi Dayanad University (MDU), Rohtak, Haryana
- Campus area 250+ Acres



01
02
03

Integrated Security Monitoring
Presence Aware Monitoring
Smart Building Integration



COMPREHENSIVE BACKGROUND VERIFICATION



EMPLOYMENT HISTORY

- Past job roles & responsibilities
- Salary
- Tenure



EDUCATIONAL CREDENTIALS

- Academic qualifications



CRIMINAL RECORDS

- Assess any legal issues
- Court & police review / record



IDENTITY

- Documents - data (Aadhaar card, PAN card etc.)
- Address (Current & Permanent)



REFERENCES

- Personal & professional references
- Personality, character and behaviour
- Work ethic



HEALTH / DRUG TEST

- Test result confirmation and chain of custody
- Laboratory certification and compliance
- Health check up and consumption illegal drugs



LICENSES

- Electricians, welder or professional licenses
- Arms
- Driving



FINANCIAL HEALTH CHECKS

- Ratings and Score
- Bank check
- Financial conditions



UNIOIN & LABOUR

- Any dispute, black listing, suspension
- Membership and associations



GLOBAL DATA

- Global checks
- Director Identification Number (DIN)
- Passport



SOCIAL MEDIA

- Publicly available social media profiles (FB, Instagram, Twitter, LinkedIn etc.)

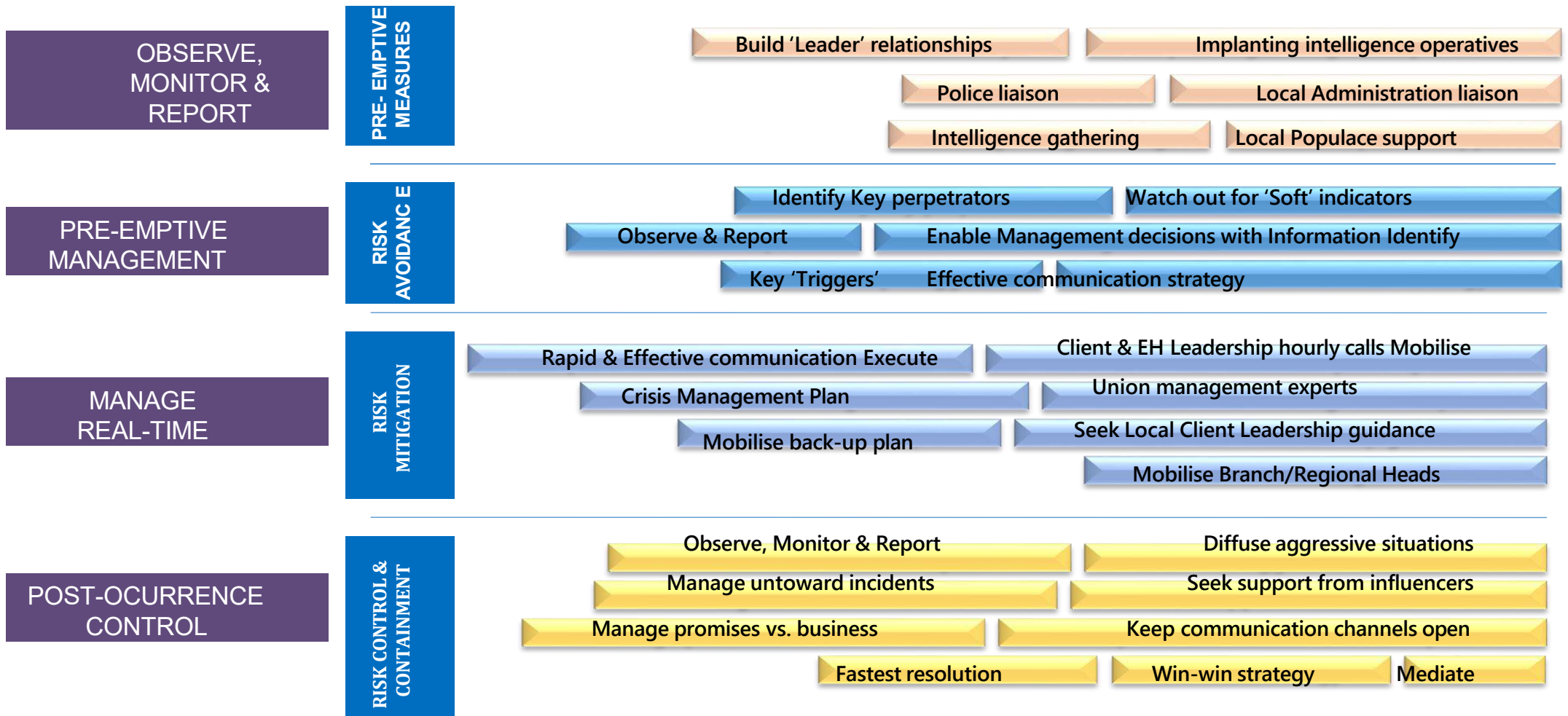


ORGANIZATION

- End to end verification services
- Individual or organization verification
- Address, black listing & licenses, industrial dispute etc.

and many more....

CRISIS AND DISASTER MANAGEMENT FRAMEWORK

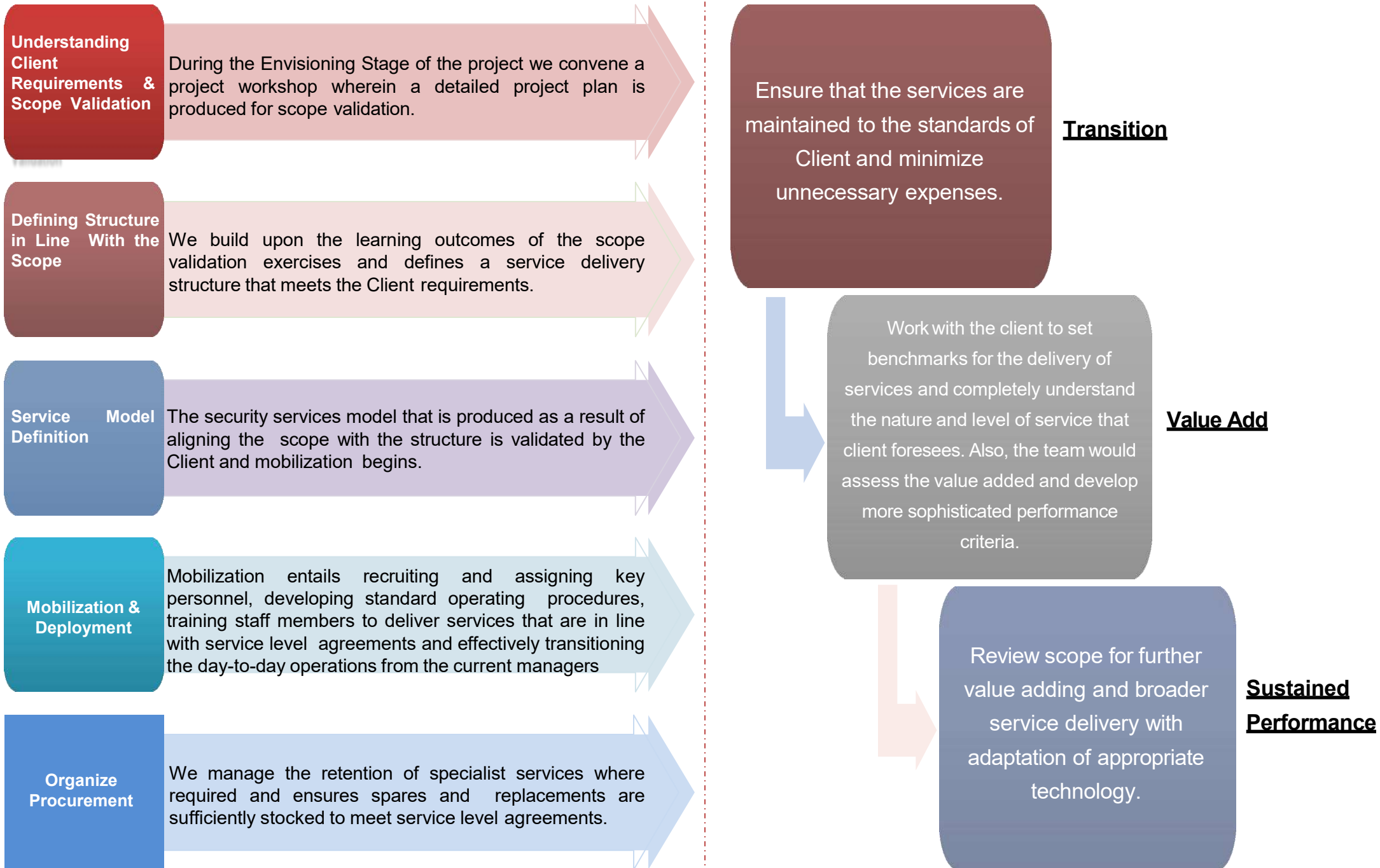


QUICK RESPONSE TEAM

- 24*7 and 365 Days a Year, Crises Management team
- Dedicated Patrolling Vehicle fully equipped with the latest Communications equipment like GPRS and Wireless Sets/ Mobiles
- Experienced team including a Security Officer, Bouncer and Armed/Unarmed Security personnel
- Hands On experience in dealing with volatile situations like Fire, Accidents, Strikes and Labor unrest etc.
- Liaison with Police, Administrative and Compliance Authorities



APPROACH & METHODOLOGY - IMPLEMENTATION



CHANEL PARTNERS

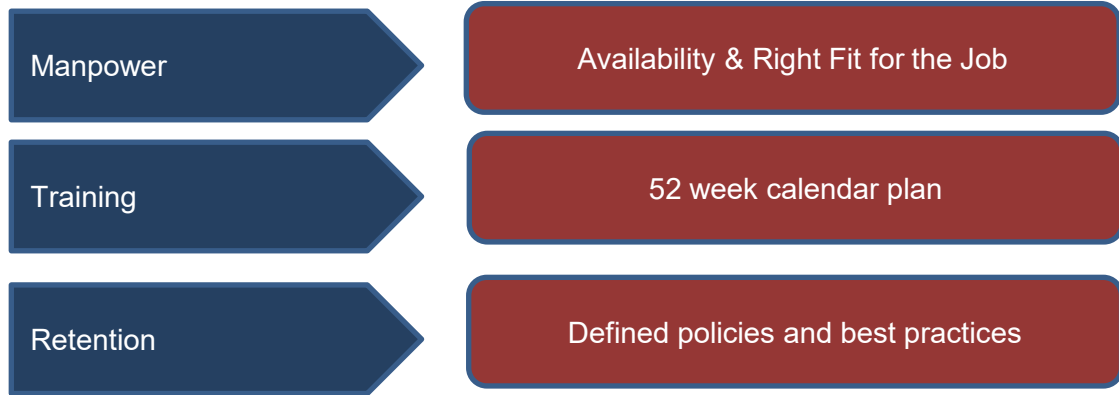
Our Government has launched well-established infrastructure exclusively for skill development, along with an exceptionally lucrative and productive set of policies, projects, and schemes. These schemes suggest empowerment of the Rural Youth; which is Rural India, Face Of The Future. The projects such as Skill India, DDUGKY, PMKVY, NSDC amongst many others are a few brilliant examples of success in the Human Development sector in India aiding professional Skill and employment-oriented training to the BPL rural youth for creation of skilled labour force. We are a huge supporter of Rural Youth empowerment projects in India, and with our existing expertise in the field of Training and Skill Development, we aim to achieve the highest number of successfully deployed projects.

As per Qualification Packs (QPs) under MEPSC, for Security Guard Code MEPSC/Q7101, there are following observations and suggestions: Revision of Training duration: Security Guard 240 Hrs under MEPSC whereas under PSARA it is 140 Hrs.

- EAGLE HUNTER has access to Pan India agents / sub-agents/ candidates
- Eagle Hunter has access to database of agents and sub-agents as well
- Eagle Hunter can do recruitment drive.
- Location is not a concern at all
- Job role is not a concern at all
- Eagle Hunter has tie up with Multiple institutes
- Eagle Hunter has multiple partners
- Candidates are getting trained in various training centers across India

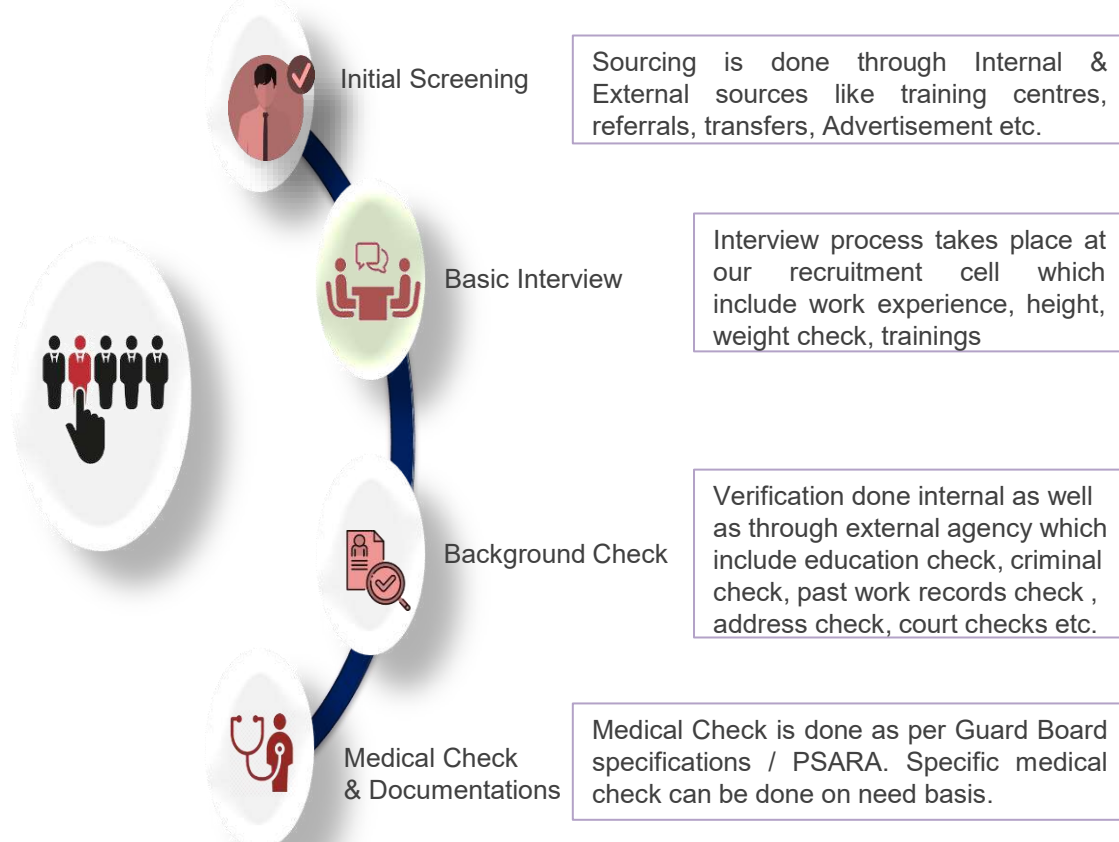


SOLUTION APPROACH – SELCTION & MOBILIZATION & TRANSITION



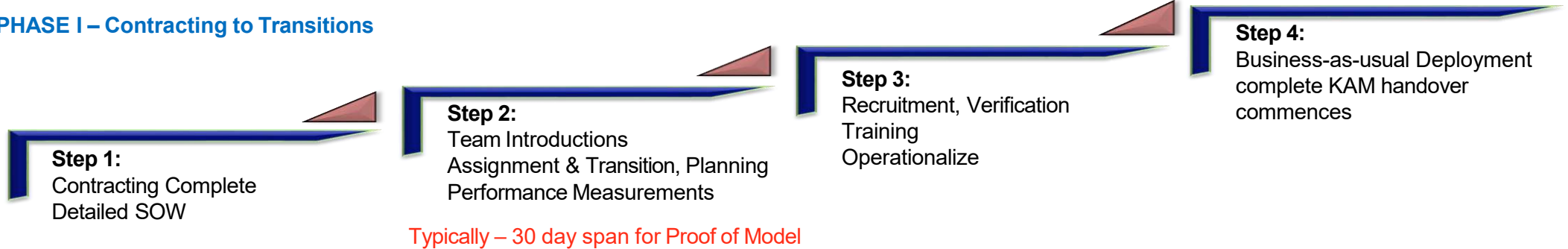
- 1 First Phase**
 - Service contract issue to New partners
 - SPOC nomination and site survey
 - Introductory review with senior management
 - Meeting with local representatives at respective sites
- 2 Second Phase**
 - Establish lines of communication and keep everybody updated on transition
 - Order uniform and Accessories
 - Evaluate incumbent Security Staff
 - Screening and final selection of security staff
 - Recruitment of direct staff
- 3 Third Phase**
 - Physical Endurance Test
 - Profile Preparation and Evaluation
 - Obtaining Necessary Licenses for site
 - Medical Checkup & Screening of Security Personnel
 - Background/Police Verification of Security Personnel
 - Capture complete profile of existing Guards
- 4 Fourth Phase**
 - Finalize Training & SOPs
 - Work Instruction Development
 - OJT for Supervisory Staff
 - Receive & Revise post orders
 - Classroom Training
- 5 Fifth Phase Go- Live**
 - Issue and Refit uniforms
 - Issuance of Deployment order
 - OJT New Security Personnel
 - On site refreshers Training
 - Physical Reporting of existing guards
 - Final Transition Plan Review
 - Commencement of Service deployment day

RECRUITMENT & SELECTION

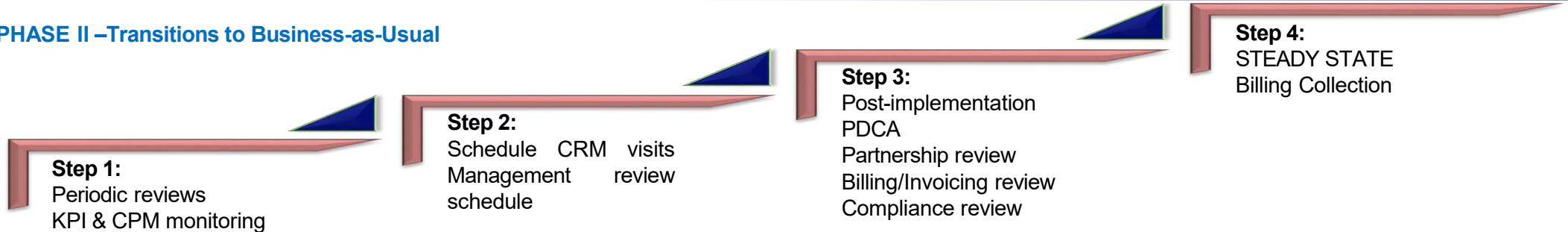


TRANSITION FRAMEWORK

PHASE I – Contracting to Transitions



PHASE II – Transitions to Business-as-Usual



Pre-Mobilisation

- SOW, SLA & KPI
- Due diligence
- Business Objective

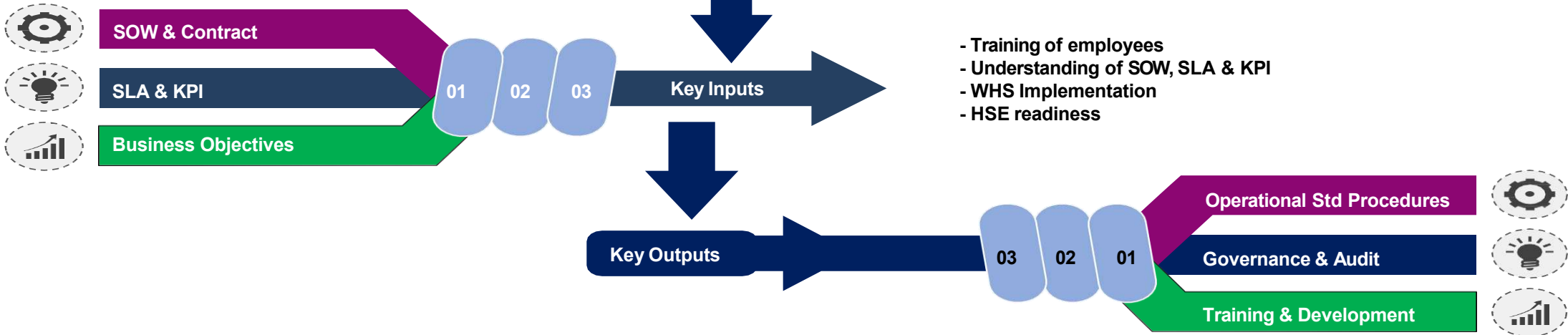
Go Live

- Availability of skilled manpower
- Availability of tools
- Technology

Transformation to Steady State

- Training of employees
- Understanding of SOW, SLA & KPI
- WHS Implementation
- HSE readiness

Process Framework



VARIOUS POLICIES



1. PSARA Compliance Policy

- Valid PSARA license for state of operation
- Guards deployment - police verification before deployment
- Training requirements as prescribed under PSARA rules

2. Recruitment & Background Verification Policy

- Minimum age for recruitment
- Mandatory - Aadhaar, address proof, and identity documents
- Medical fitness certificate is compulsory prior to joining
- Periodic re-verification - every 2–3 years

3. Training & Skill Development Policy

- All guards undergo induction training before first deployment
- Minimum 40–60 training hours per guard per year
- Include fire safety, emergency response, access control, and SOPs
- Weapon training shall be conducted where applicable
- Regular Refresher training

4. Uniform, Grooming & Conduct Policy

- Guards wear approved uniform with ID card while on duty
- Proper grooming and personal hygiene
- Courteous and professional conduct with clients and visitors
- Alcohol, substance abuse, or misconduct on duty is strictly prohibited
- Disciplinary actions taken for violations

5. Attendance, Duty & Shift Policy

- Attendance recorded through biometric systems or attendance registers
- Shift duration is defined as per client agreement
- Overtime is governed by labour laws and company policy
- Weekly off and leave entitlements
- Post abandonment is treated as serious misconduct

6. Wage, Payroll & Statutory Compliance Policy

- Wages shall comply with state minimum wage notifications
- Salaries shall be paid on time through bank transfer
- PF, ESI, Bonus, and Gratuity shall be deposited as per law
- Monthly pay slips shall be issued to employees
- All statutory records shall be maintained accurately

7. Other Mandatory Policies

- Environment, Ethical & Social Responsibility Policy
- Employee Referral Policy
- Loan & Advances Policy
- Leave Policy and abandonment of service policy
- Separation Policy

8. Health, Safety & Welfare Policy

- Medical examination is conducted before deployment
- Personal protective equipment are provided where required
- Measures taken to prevent fatigue and heat stress
- All accidents are reported and investigated
- Welfare facilities are ensured at worksites

9. Incident Management & Reporting Policy

- Incidents are categorized as minor, major, or critical
- Immediate reporting and escalation procedures are followed
- Incident reports are documented in prescribed formats
- Root cause analysis and corrective actions are implemented
- Clients are informed as per agreed protocols

10. Client Confidentiality & Data Protection Policy

- All client information are treated as confidential
- No data sharing or photography without authorization
- NDAs will be executed where required (restricted access to sensitive data)
- Violations may lead to disciplinary and legal action

11. Audit, Inspection & Quality Policy

- Internal audits are conducted periodically
- Full cooperation provided during client and statutory audits
- Non-conformities are closed within defined timelines
- Continuous improvement practices are adopted
- Records shall be retained as per legal requirements

12. Anti-Bribery & Ethical Conduct Policy

- Acceptance of bribes, gifts, or illegal benefits is prohibited
- Mandatory ethical conduct with authorities, clients, and colleagues
- Whistleblower complaints are investigated confidentially
- Fair and transparent business practices are followed

13. Technology & Surveillance Usage Policy

- Surveillance systems are used strictly for security purposes
- Patrol monitoring and access systems follow defined SOPs
- Unauthorized system access is prohibited & System failures are escalated

14. Additional Mandatory Policies

- Prevention of Sexual Harassment (POSH) Policy
- Alcohol & Substance Abuse Policy
- Equal Opportunity Policy
- Grievance Redressal Policy

and many more....

SUCCESS STORIES



Haryana Medical Services Corporation Ltd. (A Govt. of Haryana Undertaking)

Haryana Medical Services Corporation Limited (HMSCL) was established with the objective of providing reliable and affordable healthcare services to the people of Haryana. It operates as a government-owned corporation under the Department of Health and Family Welfare, Government of Haryana. HMSCL serves as a centralized entity responsible for the procurement, distribution, and management of medicines, medical equipment, and supplies for various healthcare facilities, including hospitals, clinics, and primary health centers across the state. Haryana Medical Services Corporation Limited (HMSCL) has established a commendable presence in the healthcare landscape by effectively delivering its services through a network of seven strategically located warehouses across 22 districts.



InterGlobe Aviation Limited, is an Indian low-cost airline headquartered in Gurgaon, Haryana, India. It is the largest airline in India by passengers carried and fleet size, with a 62% domestic market share as of August 2024.



Larsen & Toubro is an Indian multinational engaged in EPC Projects, Hi-Tech Manufacturing and Services. It operates in over 50 countries worldwide.



DHL is a German logistics company headquartered in Bonn, Germany and global leader in the logistics industry. It provides courier, package delivery and express mail service, delivering over 1.7 billion parcels.



Global Health Limited, d/b/a Medanta, is an Indian for-profit private hospital network based in Gurgaon. The chain was started in 2009 by cardiac surgeon Mr Trehan and Sunil Sachdeva



WBSETCL : Post the Electricity Act 2003, The GoWB divided the erstwhile West Bengal State Electricity Board (WBSEB) into two functionally independent state-owned companies, West Bengal State Electricity Transmission Company Limited (WBSETCL) & West Bengal State Electricity Distribution Company Limited (WBSEDCL), with effect from 01 April 2007. WBSETCL is responsible for transmitting electricity from generating sources to load centers through a transmission network operating at 400kV, 220kV, 132kV and 66kV spread across West Bengal.



Founded by Gautam Adani in 1988, the Adani Group is a leading Indian multinational conglomerate headquartered in Ahmedabad, focusing on "Nation Building" through infrastructure, energy, and logistics etc. It has 200 Companies under the umbrella



ADITYA BIRLA GROUP



UltraTech Cement Limited is the cement flagship company of Aditya Birla Group. A USD 8.4 billion company, UltraTech is the third largest cement company in the world, excluding China, with a consolidated production capacity of 154.86 Million Tonnes Per Annum (MTPA) of grey cement. UltraTech is the only cement company globally (outside of China) to have 100+ MTPA of cement manufacturing capacity in a single country. UltraTech's manufacturing footprint comprises of 24 integrated manufacturing units, one Clinkerisation unit, 33 grinding units and 8 bulk packaging terminals. With 316 Ready Mix Concrete (RMC) plants in 139 cities, UltraTech is the largest manufacturer of concrete in India.



In 1915, in the far-out hinterland of rural Maharashtra, the spark of Tata Power flickered to life. Rooted in the vision of - Jamsetji Tata, the energy company in India set about on a journey fueled by the idea of not just providing electricity but igniting a nation's potential. Over the years, we have become one of the leading integrated energy solutions company (hydropower, modern power plants, renewable energy solutions, wind and solar energy) in India that is quite adept at pushing boundaries to power progress at scale. Our legacy spans generations and it has been orchestrating a symphony of progress.

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CIN: U40100MP2002SGC015119



Energy Department, Government of Madhya Pradesh is concerned with power policy framework and administrative control, safeguarding consumers' interest, promotion of conventional energy sources and efficient power system in the state.

The Department is committed to making Madhya Pradesh self-reliant in the field of power to create a platform for multi-faceted growth.

To develop a financially viable and competitive power sector that ensures quality power for all at the affordable price is an objective of the Energy Department.



A Statutory Authority Under GMDA Act 2017

The metropolitan area of Gurugram has grown rapidly over the past three decades. Few cities in India have grown at this pace. Gurugram represents the brand of a new emerging India with all its aspirations and dreams. The Government of Haryana has been conscious of these challenges.

Various attempts have been made to reshape the urban governance processes and provide an impetus to infrastructure development to secure the aspirations of its citizens for a fulfilling urban environment. A new legal structure that addresses these aspirations and challenges is being proposed.

CLIENTELE & PARTNERSHIPS



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UNIT**

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CENTERS**

**BFSI
BANKING
SECTOR**

**EXPORT
HOUSES**

IT & ITES

TEXTILES



**AIRPORT
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HOTEL,
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OIL & GAS

PACKAGING

ACCREDITATIONS

TRAINING CERTIFICATION AND AFFILIATIONS

CLIENTELE & PARTNERSHIPS

PICTURES OF TRAINING CENTERS

AWARDS AND RECOGNITION

CONTACT US



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COMPLETE MANPOWER AND SECURITY SOLUTIONS

ACCREDITATIONS



- ISO-9001:2008
- ISO-9001:2015
- ISO-14001:2015
- OHSAS-18001:2007
- SA-8000
- American Society of Industrial Security, USA (ASIS)
- Council of International Investigators, USA (CII)
- World Association of Detectives, USA (WAD)
- Federation of Indian Chambers of Commerce & Industry (FICCI)
- Central Association of Private Security Industry (CAPSI)
- Asian Professional Security Association (APSA)
- Association of Private Detective & Investigators (APDI)
- Security Sector Skills Development Council.
- National Institute of Rural Development & Panchayati Raj (NIRDPR)
- Deen Dyal Upadhyay Grameen Kaushal Vijas Yojna (DDU-GKY)
- Pradhanmantri Kaushal Vikas Yojana (PMKVY)
- Ministry of Rural Development (MoRD)
- Swarnjayanti Gram Swarozgar Yojana (MORD) SPECIAL PROJECT
- National Skill Development Corporation (NSDC)



TRAINING CERTIFICATION AND AFFILIATIONS



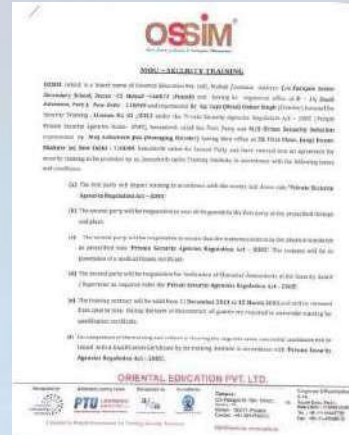
National & International Partnerships & Alliances

Rajasthan SSDC

Odisha SSDC

Private partnership

Skill Development Council





RAYANGROUP



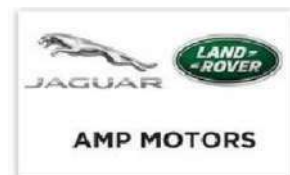
HOTELS & RESORTS



E?LORIA HOTELS & RESORTS



TABLEZ



HOTELS & RESORTS



METROPOLITAN CATERING



RAINTRIFF HOTEL

PICTURES OF TRAINING CENTERS



AWARDS AND RECOGNITION





THANK YOU

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Director – International Business

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