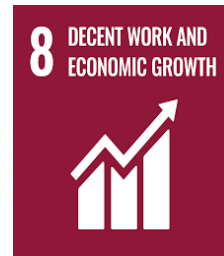




**MANAV RACHNA
UNIVERSITY**

Declared as State Private University Vide Haryana UGC Act 26 of 2014



8.2.5 EMPLOYMENT PRACTICE: EQUIVALENT RIGHTS IN OUTSOURCING

Manav Rachna University (MRU) is committed to fostering a responsible, equitable, and ethical institutional environment that upholds the rights of individuals and strengthens meaningful engagement with the community it serves. As part of this commitment, the University has established a key governance policy — the *Policy on Employment Practice: Equivalent Rights in Outsourcing*. This policy articulates MRU’s dedication to decent work practices, fair labour standards, and long-term partnerships that contribute to sustainable regional development.

The Employment Practice Policy affirms MRU’s responsibility to ensure that outsourced personnel are treated with fairness, dignity, and equal opportunities, receiving support and protection comparable to regular employees.

This approach reinforces the University’s alignment with national regulations, global sustainability frameworks, and institutional values. Through periodic monitoring and continuous improvement, MRU aims to create a supportive workplace culture and a positive societal impact, thereby contributing to its mission of delivering inclusive education and responsible growth.

Supporting Policy Document

1. Policy on Employment Practice Equivalent Rights in Outsourcing

<https://manavrachna.edu.in/assets/campus/mru/images/Policy%20on%20Employment%20Practice%20Equivalent%20Rights%20in%20Outsourcing.pdf>

2. Policy on Identification and Engagement with Local Stakeholder-

<https://manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20on%20Identification%20and%20Engagement%20with%20Local%20Stakeholders.pdf>

Outsourcing party Agreement



MANAV RACHNA UNIVERSITY

Estd. vide Haryana Act no. 28 of 2014
(Formerly Manav Rachna College of Engineering)
NAAC Accredited 'A' Grade

Date: 9th April-2024

M/S Swift Securitas Pvt. Ltd
Rajdhani Enclave No. - 2
Pitampura New Delhi-110034

SUBJECT: Extension of Agreement for Security Services at Manav Rachna University

Dear Sir

This letter of agreement extends the previous contract named **Security Services** with an original ending date of **31/03/2024.**

The contract extension is between the following parties named in the agreement attached.

M/S Swift Securitas Pvt. Ltd.

VS

Manav Rachna University (MRU).

NEW CONTRACT EXTENSION AGREEMENT DATES

It is agreed that these parties extend the contract for the following dates -

FROM 01/04/2024 TO 30/09/2024.

All terms and conditions stated in the original contract will remain the same for the new dates of this agreement extension.


Registrar MRU



SWIFT SECURITAS PVT. LTD.

CIN No. : U74999 DL 1999 PTC 098491
FIRST FLOOR, SCO-102, HUDA MARKET, SECTOR-31,
GURGAON, HARYANA 122003
GST No. : 06AAGCS2294F1ZC

Regd. Office : 57, RAJDHANI ENCLAVE, PITAMPURA, - 110034 - NEW DELHI -
Tel#011-45150000,

ampaign.

Tax Invoice

Inv. No. : **HR/23-24/03494** PO No. :
Inv. Date : **01-Mar-2024** Bill Period : **01 Feb 2024 To 29 Feb 2024**
Vendor Code :

Bill To :
UTHAN EDUCATIONAL TRUST
ARAVALLI CAMPUS , SECTOR -43 DELHI - SURAJKUND,
ROAD, FARIDABAD HARYANA INDIA - PINCODE-121004,
PAN No : AAATU5655A
GST No. : 06AAATU5655A1ZL
GST State : Haryana(06)

Ship/Service Provided To :
UTHAN EDUCATIONAL TRUST - FARIDABAD HARYANA PINCODE

Sr. No.	Particulars	HSN/SAC Code	Duties	NOP/ Qty	Rate	Amount	CGST		SGST/UTGST	
							Rate	Amount	Rate	Amount
1	SECURITY GUARD	998525	379.00	14	23,910.00	3,12,478.97	9.00	28,123.11	9.00	28,123.11
TOTAL						312,478.97		28,123.11		28,123.11



Rs-80387 Debit A/c. *[Signature]*

Taxable Value 3,12,478.97
CGST@9% 9.00% on 312,478.97 28,123.11
SGST/UTGST @9% 9.00% on 312,478.97 28,123.11
Grand Total 3,68,725.19

INDIAN RUPEES THREE LAKHS SIXTY-EIGHT THOUSAND SEVEN HUNDRED TWENTY-FIVE AND NINETEEN PAISA ONLY

HSN/SAC Code	Taxable Value	Central Tax		State Tax		Integrated Tax		Total Tax Amt.
		Rate	Amount	Rate	Amount	Rate	Amount	
998525	312,478.97	9.00	28,123.11	9.00	28,123.11	0.00	0.00	56,246.22
TOTAL	312,478.97		28,123.11		28,123.11	0.00	0.00	56,246.22

Issued Under Section 31(1) of GST ACT 2017 For SWIFT SECURITAS PVT. LTD.

Terms & Conditions :
Interest @ Rs.21% p a. will be charged on bills paid after due date. All disputes subject to Delhi jurisdiction only.

[Signature]
SWIFT SECURITAS PVT. LTD.
Authorized Signatory