ABN: 45 123 456 789 Address: 123 Business Lane, Sydney,

NSW 2000, Australia Email: hr@rtscompany.com.au |

Phone: +61 468 232 025

Ref: RTS/OFFER/2026/0313 Date: 27 March , 2026

MD MASUM

Passport Number: A17431283 ***Address:*** Bangladesh ***Subject:***

Offer of Employment – Food Packaging Worker

Dear, MD MASUM,

We are delighted to formally invite you to join ***RTS Company LTD***. Following our evaluation of your profile, we are confident that your expertise will be a significant asset to our operations in Australia.

This offer is structured in alignment with the ***Fair Work Act 2009 (Cth)*** and the ***National Employment Standards (NES)***.

1. Role & Responsibilities Your designation will be Food Packaging Specialist. In this capacity, you will be responsible for maintaining high-standard packaging protocols, quality assurance, and adherence to Workplace Health and Safety (WHS) regulations.

2. Commencement & Visa Contingency Your employment is scheduled to commence on June 01, 2026. Please note that this offer is strictly contingent upon:

- The successful grant of a valid ***Australian Work Visa (Subclass 482)***.
- Clearance of a mandatory pre-employment medical assessment.

3. Compensation Package * Annual Base Salary: $38,400.00 AUD (calculated at $3,200.00 per month).

- ***Superannuation:*** In addition to your salary, the company will contribute ***11.5%*** to your nominated Superannuation fund, as per Australian statutory requirements.
- ***Taxation:*** Pay-As-You-Go (PAYG) withholding tax will be deducted in accordance with ***ATO (Australian Taxation Office)*** regulations.

4. Hours of Work Your standard engagement will be 48 hours per week. Any additional reasonable overtime will be managed under the Fair Work Information Statement guidelines to ensure a healthy work-life balance.

5. Leave & Statutory Benefits You are entitled to all statutory benefits under the NES, including:

- ***Annual Leave:*** 4 weeks of paid leave per annum.
- ***Personal/Carer's Leave:*** 10 days of paid leave per annum.
- ***Public Holidays:*** As recognized in the state of New South Wales (NSW).

6. Confidentiality & Intellectual Property During and after your tenure, you are required to maintain the absolute confidentiality of the Company's trade secrets, operational processes, and client data.

7. Offer Expiry & Acceptance This offer remains valid until March 26 March 2026. To accept this invitation, please electronically sign and return this document.

We look forward to a productive and successful professional journey together. Yours sincerely,

John Aiden



John Aiden

Human Resources Manager

RTS Company LTD