

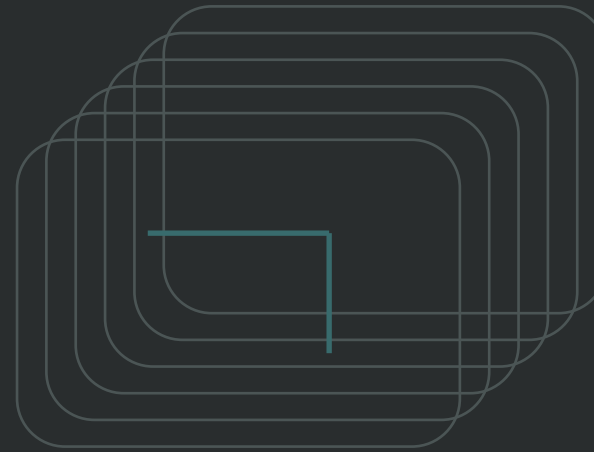


ZEEZONE

HR SOLUTIONS

Your Gateway to Global Talent

HR, RECRUITMENT & WORKFORCE SOLUTIONS



Company Profile 2026

HR Consulting | Recruitment
Workforce Solutions

Recruitment across the Middle East,
Europe and Malaysia

Dubai · Riyadh
Rawalpindi · Karachi · Mangalore · Colombo

www.zeezone.co

COMPANY AT A GLANCE

ZEEZONE in brief

ZEEZONE HR Solutions is a Dubai-headquartered HR, recruitment and workforce solutions company. With our own offices in the UAE, Saudi Arabia and Pakistan, locally owned ZEEZONE offices in India and Sri Lanka, and partner agencies in 12 other countries, we help employers across the Middle East, Europe and Malaysia hire the right people. We also help recruitment agencies and contractors fill their client orders with screened, ready candidates.

Headquarters

Dubai, United Arab Emirates

Own offices

Dubai, Riyadh, Rawalpindi and Karachi

Locally owned ZEEZONE offices

Mangalore, India and Colombo, Sri Lanka

Recruitment markets

Middle East, Europe and Malaysia

4

Own office locations

2

Locally owned office locations

12

Partner-agency countries

ABOUT ZEEZONE

Recruitment built around employer requirements

ZEEZONE HR SOLUTIONS is the public brand of ZEEZONE HR CONSULTANCIES, our UAE legal entity. Headquartered in Dubai, our office and partner network supports employer recruitment and agency sourcing assignments across the Middle East, Europe and Malaysia.

From our headquarters in Dubai and our offices in Riyadh, Rawalpindi and Karachi, we work closely with employers in construction, oil and gas, facilities, logistics, delivery, retail, hospitality, healthcare, real estate and manufacturing. Through our offices in India and Sri Lanka and our partner agencies across Asia and Africa, we bring them candidates who match the role, the budget and the joining date.

For employers

We manage candidate sourcing, screening, interview coordination and joining follow-up against an approved hiring brief.

For agencies and contractors

We provide sourcing and screening capacity for client requirements under defined submission, confidentiality and commercial terms.

PURPOSE & OPERATING PRINCIPLES

Vision, mission & values

Our vision

To be the trusted gateway between employers and global talent.

Our mission

To deliver suitable, verified candidates within agreed timelines, with transparent communication from the initial brief to the first day of employment.

Integrity

Accurate information and transparent charges.

Accuracy

Role-specific checks before profile submission.

Responsiveness

Clear updates throughout the assignment.

Respect

Dignity and fairness for every candidate.

Accountability

Ownership of agreed actions through joining.

Regional market knowledge, role-specific screening and a defined recruitment process underpin our delivery approach.

SERVICE PORTFOLIO

Seven connected services

01 Local Recruitment

candidates already in the country where you need them

02 International Recruitment

candidates sourced through our offices and partner agencies

03 Bulk and Project Recruitment

large, phased hiring for projects and expansions

04 Skilled and Technical Recruitment

tradespeople and technicians, tested before submission

05 Professional Recruitment and Executive Search

managers, specialists and selected senior appointments

06 HR Consulting

hiring plans, job descriptions, HR policies, Emiratisation and Saudisation support

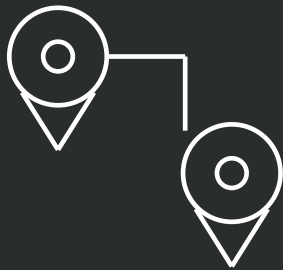
07 Workforce Solutions (Saudi Arabia)

outsourced manpower through partner companies

LOCAL RECRUITMENT

Local recruitment

Candidates already in the UAE or Saudi Arabia



LOCAL SOURCING

UAE and Saudi Arabia

Candidate information

Screened profiles include experience, current location, visa or transfer status and availability.

Selection coordination

Interview scheduling, candidate communication and employer feedback are coordinated through a defined point of contact.

Joining support

Offers, document readiness and joining arrangements are followed up within the agreed scope.

Typical roles

Drivers, delivery riders, cleaners, warehouse personnel, security, sales, retail, hospitality, technicians and office staff.

INTERNATIONAL RECRUITMENT

International recruitment

Overseas sourcing through offices and partner agencies

Confirm

Agree roles, quantities, salary, benefits, accommodation and selection requirements.

Source & screen

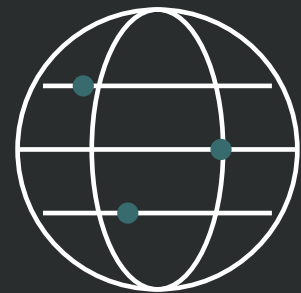
Our offices and appointed partner agencies advertise, screen and prepare candidates against the approved brief.

Select

Employer interviews may be in person, by video or through practical trade tests.

Prepare

Approved offers, documentation and travel readiness are coordinated through appropriate legal channels.



GLOBAL SOURCING

Office and partner network

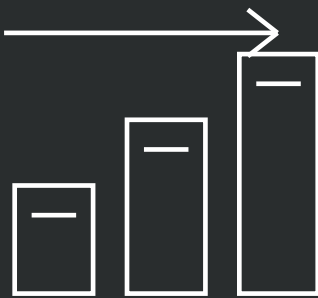
Source markets

Pakistan, India and Sri Lanka, supported by the named international partner network on page 15.

BULK & PROJECT RECRUITMENT

Project & volume recruitment

Phased hiring aligned with workforce demand



PHASED DELIVERY

Project mobilisation

Plan

Agree role categories, quantities, timelines and joining priorities.

Select

Organise screening and interview batches, with employer feedback after each batch.

Track

Maintain reporting on offers, documents, readiness and arrivals in the agreed format.

Phased deployment

Recruitment batches can be aligned with project mobilisation and expansion milestones, subject to candidate availability and processing requirements.

SKILLED & TECHNICAL RECRUITMENT

Skilled & technical recruitment

Role specifications supported by practical assessment

Define the specification

Confirm trade, experience, equipment exposure, certifications and working environment.

Assess & shortlist

Coordinate experience screening, employer interviews and practical trade tests where required.

Confirm suitability

Final technical acceptance remains with the employer against agreed selection criteria.



TECHNICAL ASSESSMENT

Employer-approved criteria

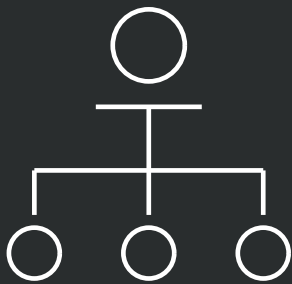
Representative trades

Masons, tile and marble fabricators, welders, metal fabricators, electricians, technicians, carpenters, steel fixers, operators and site supervisors.

PROFESSIONAL RECRUITMENT

Professional & executive search

Specialist recruitment for office and management teams



SPECIALIST SEARCH

Professional appointments

Professional appointments

Search across HR, administration, sales, accounting, engineering, IT and operations management.

Executive search

Focused searches for selected senior and specialist appointments against an agreed mandate and assessment criteria.

Employer selection

Shortlisted candidates are presented for employer review, interview and final selection.

Recruitment support

Designed for employers requiring specialist hiring capacity alongside their internal management or HR function.

HR CONSULTING

HR consulting & hiring support

A defined role and process establish the basis for effective hiring

Planning & role design

Hiring plans, workforce planning, job descriptions and screening criteria.

Policies & process

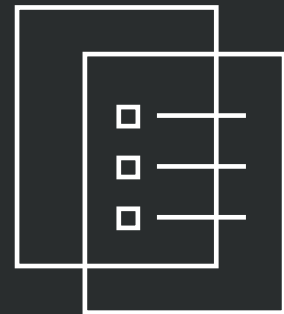
HR policy support and recruitment process improvement.

Selection & offers

Interview scheduling, feedback coordination, approved offers and joining follow-up.

National talent recruitment

Emiratisation and Saudisation recruitment and workforce-planning support in the UAE and Saudi Arabia.



HR ADVISORY

Hiring and workforce planning

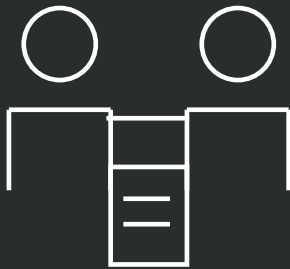
Engagement scope

The proposal establishes the advisory deliverables and the employer's implementation responsibilities.

SAUDI WORKFORCE SOLUTIONS

Workforce solutions Saudi Arabia

Partner-delivered manpower for ongoing and project requirements



PARTNER DELIVERY

Saudi Arabia

Requirement

Agree workforce categories, headcount, duration and assignment location.

Operational ownership

Identify supervision arrangements, payroll responsibilities and the partner company delivering the workforce.

Service review

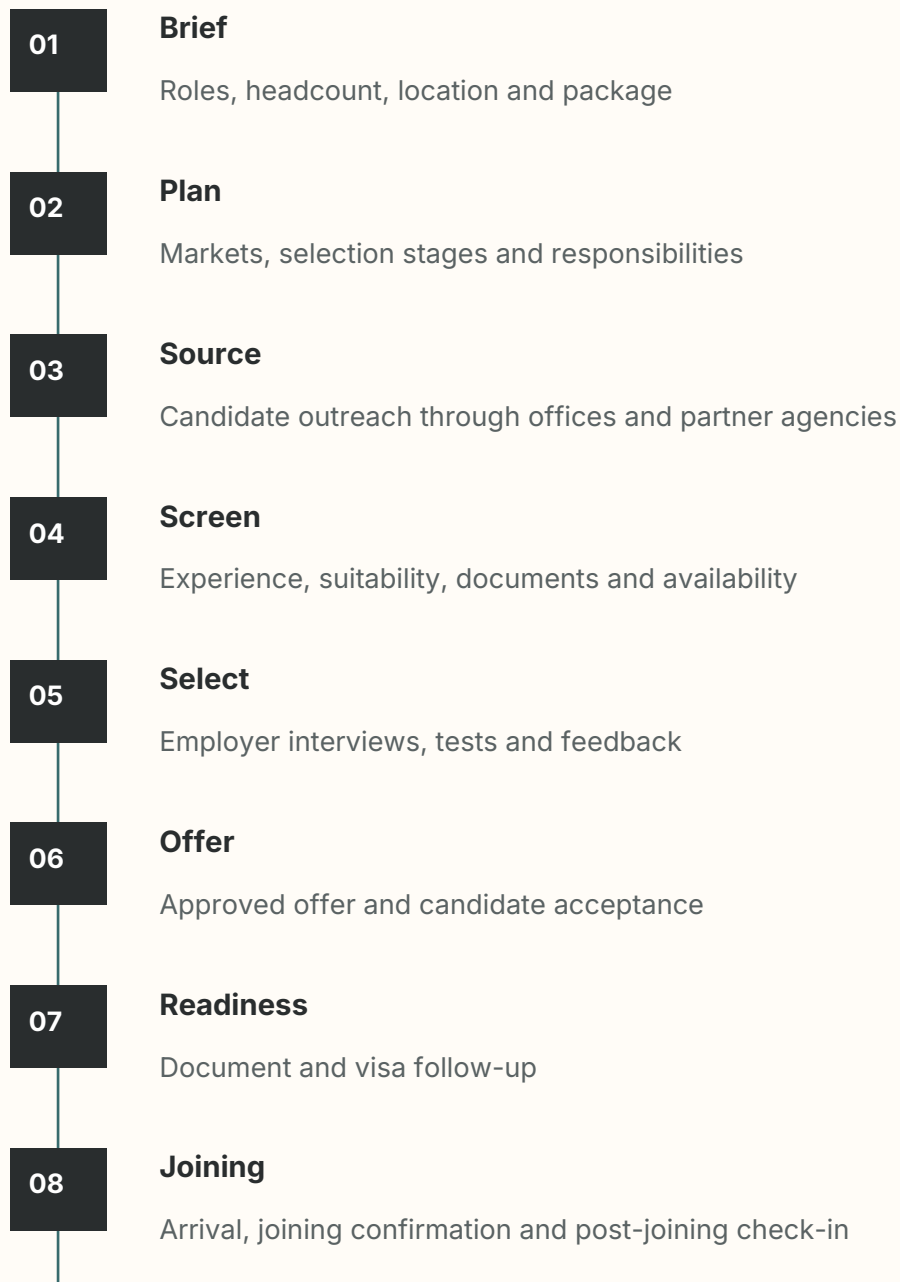
Define reporting, review points and the parties responsible for operational delivery.

Partner delivery model

Outsourced manpower is delivered through partner companies in Saudi Arabia. Roles and responsibilities are agreed in writing for every assignment.

RECRUITMENT METHODOLOGY

From requirement to joining



SECTOR COVERAGE

Industries & workforce

Our recruitment portfolio addresses operational, trade and professional requirements across the following sectors.

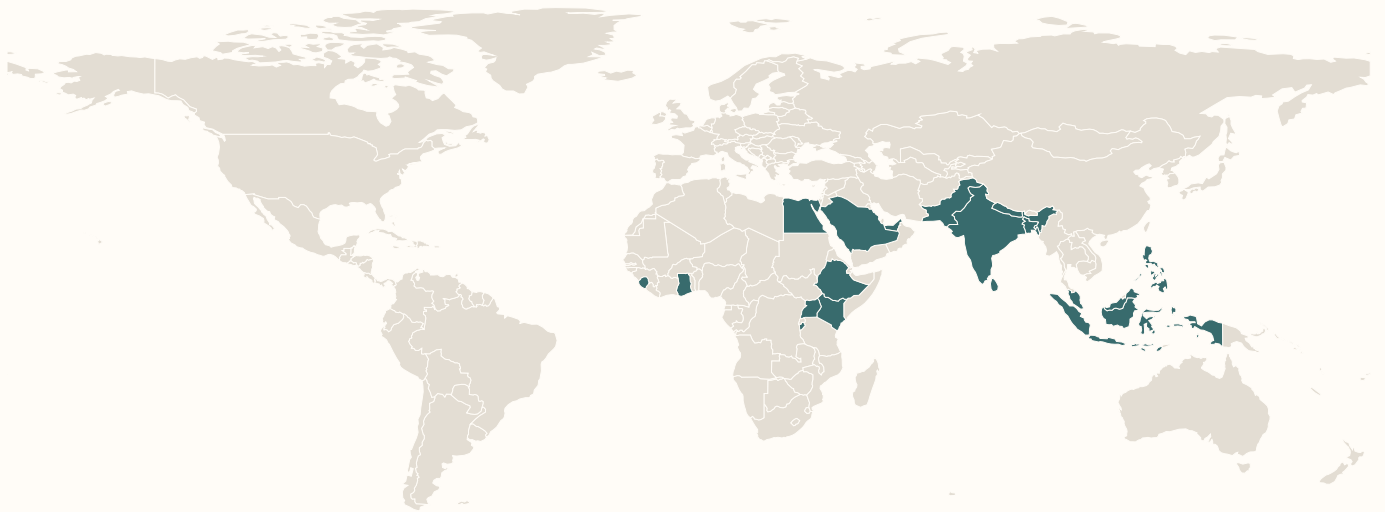
- Construction & infrastructure
- Facilities management
- Delivery operations
- Hospitality & hotels
- Information technology
- Manufacturing & industrial
- Oil & gas
- Logistics & transport
- Retail & e-commerce
- Healthcare
- Real estate & development

Workforce categories

Skilled and technical · Cleaning and housekeeping · Drivers and delivery · Warehouse and retail
· Professional roles · Project support

OFFICE & PARTNER NETWORK

Local presence. International reach.



Named countries highlighted. Map base: Natural Earth.

Own offices

Dubai (headquarters), Riyadh, Rawalpindi and Karachi.

Locally owned ZEEZONE offices

Mangalore: ZEEZONE HR Consultancy. Colombo: ZEEZONE International Pvt Ltd. These offices operate under the ZEEZONE name with local resident ownership.

Independently owned partner agencies

Nepal, Bangladesh, Philippines, Kenya, Egypt, Ghana, Uganda, Ethiopia, Sierra Leone, Burundi, Malaysia, Indonesia. Assignments define source countries, partner responsibilities and the recruitment route.

PARTNERSHIP MODELS

Two engagement models

ZEEZONE supports direct employer assignments and sourcing mandates from recruitment agencies and contractors. Both models begin with a written requirement and agreed responsibilities.

Employer recruitment

Share the roles, quantities, employment package and timeline. The engagement defines sourcing scope, selection stages, reporting, shortlists, interviews, offers and joining follow-up.

Agency & contractor sourcing

We add candidate sourcing and screening capacity behind client orders. Candidate criteria, submission ownership, confidentiality, commercial terms and processing responsibilities are agreed before work begins.

Shared visibility

Progress reporting connects the approved brief with candidate submissions, employer feedback, readiness and outstanding actions.

COMPLIANCE & ETHICAL RECRUITMENT

Responsible recruitment

- 01 No candidate recruitment fees**
No candidate pays ZEEZONE a recruitment fee. Appointed sourcing partners must support this policy.
- 02 Applicable regulations**
We commit to the labour and recruitment requirements of the UAE, Saudi Arabia and each source country, with regulated processing through appropriate channels.
- 03 Accurate job information**
Candidates receive information on salary, benefits and employment terms before acceptance.
- 04 Confidential candidate data**
Documents and personal information are handled confidentially and shared with relevant authorised recruitment parties for the agreed purpose.

Recruitment concerns

Raise concerns about fees, candidate information or recruitment conduct with business@zeezone.co.

EMPLOYER ENGAGEMENT

Commercial framework

The written proposal sets out the scope, service expectations and commercial conditions applicable to the assignment.

Shortlist & delivery

Initial shortlist timing, submission batches and joining milestones are agreed for the role, sourcing market and volume.

Fees & payment

The proposal specifies the contracting party, fee model, payment triggers, taxes and approved third-party costs. Candidates are not charged recruitment fees.

Replacement terms

Any replacement commitment is defined in writing, including coverage period, eligibility, exclusions, notification requirements and remedy.

Before sourcing begins

Confirm the hiring brief, employment package, assessment stages, reporting format and the party responsible for each processing step.

LEADERSHIP & ACCOUNTABILITY

Leadership & oversight

MUHAMMAD SHAFIQUE

FOUNDER & CEO

Business development, employer relationships and recruitment partnerships are coordinated through a named leadership contact.

Business development

Employer requirements, proposals and partner discussions.

Recruitment operations

Sourcing, screening, candidate submissions and selection coordination.

Partner coordination

Source-market responsibilities, documentation follow-up and joining updates.

CONTACT ZEEZONE

Discuss your next recruitment requirement

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OFFICE NETWORK Dubai · Riyadh · Rawalpindi · Karachi

GENERAL ENQUIRIES

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CAREERS & CANDIDATES

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