



+44 736 570 5286
contact@royalfoodsgroup.online
www.royalfoodsgroup.online
Calle de Alcalá 123, 3º Piso,
28009 Madrid, Spain

March 07, 2026

REFERENCE NUMBER: 2026ROYAL000050078

Applicant's Name: **MR. JOSEPH PHIRI**

Applicant's Date of Birth: **02 FEBRUARY 1997**

Applicant's Country: **ZAMBIA**

Passport Number: **ZN877554**



Employment Offer Letter /Carta de Oferta de Empleo

Dear Employee,

We are excited to let you know that after a careful review of your qualifications and interview performance, you have been selected for the position of **Cleaner** at Royal Foods Group Spain. This role is approved, allowing you to work in Spain with a **2-Year Work Permit** legally.

Your skills and experience align perfectly with our team's goals, and we are excited to welcome you aboard to contribute to our mission of delivering high-quality food products worldwide.

Position Details

Employment Position: Cleaner

Work Address: Calle de Alcalá 123, 3º Piso, 28009 Madrid, Spain

Contract Type: Full-time, Temporary (2-year work permit)

Starting Salary: 2,500 € (in euros)

Contract Start Date: 07 March 2026

Employment Hours: 8 hours per day, 2 Hours Overtime, 5 days a week.

Shift Timings: Rotational shifts (Morning, Afternoon, Night) based on operational requirements.

Overtime Allowance: Provided as per Spanish labour laws.

Your Key Responsibilities Will Include:

- Performing job-specific tasks with accuracy, efficiency, and professionalism.
- Ensuring compliance with workplace safety, hygiene, and operational protocols.
- Handling equipment, tools, and materials responsibly as per company guidelines.
- Maintaining work quality and meeting assigned production targets.
- Following instructions from supervisors and reporting any issues or concerns.
- Keeping the workspace clean, organised, and free from hazards.
- Collaborating with team members to improve productivity and efficiency.
- Adhering to company policies, ethical standards, and professional conduct.



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Qualification Criteria – Criterios de Calificación

To facilitate your work permit and visa application, kindly provide the following documents:

- Valid Passport (Minimum validity of 2 years)
- CNIC/NIC
- Driving License (For drivers only)
- Passport-size Photographs (As per Spain visa requirements)
- Character Certificate (From relevant authority)
- Educational Certificates (If applicable)

Our HR team will assist you throughout the visa application and relocation process.

Employee Benefits – Beneficios para Empleados

We are committed to supporting our employees with a competitive compensation package, which includes:

- Annual Increment: Based on performance and company policy.
- Overtime Pay: According to Spanish labour regulations.
- Accommodation: Free furnished accommodation with essential amenities.
- Meals: Three free meals per day.
- Visa and Travel: Free visa sponsorship and two-way airfare.
- Medical Insurance: Comprehensive health insurance coverage.
- Safety Gear and Uniform: Provided by the company.
- Transportation: Free transportation to and from the workplace.

Agreement Terms – Términos del Acuerdo

1. This offer is contingent upon your ability to obtain a valid work permit under the Work Authorization / Autorización de Trabajo approval.
2. Your employment is temporary and will end upon the expiration of your work permit unless otherwise extended.
3. You are required to adhere to all company policies, procedures, and safety guidelines.
4. Royal Foods Group Spain reserves the right to terminate your employment under Spanish labour laws.

Offer Acceptance – Aceptación de la Oferta

To accept this offer, please sign and return a copy of this letter. If you have any questions or require further clarification, please contact our HR department for more clarification about this job appointment office letter.



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Holiday Entitlement – Derecho a Vacaciones

- Annual Paid Leave: 2 weeks of paid vacation per year.
- Public Holidays: As per Spanish national holidays.
- Sick Leave: Following company policy and Spanish labour law.
- Emergency Leave: Available upon approval by management.

We value work-life balance and aim to support your personal and professional needs.

Agreement Duration – Duración del Acuerdo

- Contract Duration: 2-Year Work Permit, renewable based on performance and business requirements.
- Probation Period: 3 Months (Performance evaluation during this period).
- Termination Notice: One month's notice is required by either party, or as per Spanish labour laws.
- Confidentiality and Conduct: You must maintain confidentiality of company information and adhere to Royal Foods Group Spain's code of conduct, safety policies, and workplace ethics.

Legal Obligations – Obligaciones Legales

As an employee under the approved work permit, you are required to:

- Comply with all Australian labour laws and immigration regulations.
- Adhere to Royal Foods Group Spain workplace safety, hygiene, and operational policies.
- Maintain a respectful and collaborative attitude with colleagues and supervisors.
- Follow confidentiality agreements and ethical standards.

We look forward to welcoming you to Royal Foods Group Spain and are excited about the contributions you will make to our team.

Here's a formal and legally compliant Acknowledgement and Acceptance section tailored for the job offer letter. This section ensures clarity, mutual understanding, and compliance with Spanish labour standards and requirements:



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Acceptance of Conditions – Aceptación de las Condiciones

I hereby acknowledge that I have read, understood, and voluntarily accept the terms and conditions of employment outlined in this offer letter for the position at Royal Foods Group Spain.

By signing below, I confirm:

1. I accept the position under the terms described, including the temporary 2-year work permit period tied to approval.
2. I understand that my employment is contingent upon obtaining a valid work permit from Immigration, Refugees, and Citizenship Spain.
3. I agree to comply with all company policies, procedures, and workplace health and safety regulations.
4. I acknowledge that my employment may be terminated under Spanish labour laws or if I fail to maintain a valid work permit.
5. I confirm that all information I have provided during the hiring process is true and accurate.

Signature: _____

Date: _____

Kamaljit Singh
Recruiting Manager
Royal Foods Group Spain



John Walmore
Chief Executive Officer
Royal Foods Group Spain

