



# **DHARM MANPOWER SOLUTION**

SKILLED HANDS. STRONGER INDUSTRIES.

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C O R P O R A T E   P R O F I L E

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**A MESSAGE FROM OUR FOUNDERS**

# **BUILT ON SHOP-FLOOR JUDGMENT**

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At Dharm Manpower Solution, we built this company around a simple idea: the people we place on your production line should be exactly as good as the people we would trust with our own work.

Between us, we have spent real time on welding bays, fabrication lines and production floors — not behind a recruiter's desk — and that is the lens we use to screen every candidate we put forward. We know that a manpower partner is only as good as its worst placement, which is why every worker we deploy is checked against practical, trade-specific standards rather than paperwork alone.

Quality, safety and integrity are not values we print on a page — they are what get tested every time a worker walks onto your site. We stay personally involved in every client engagement, because a founder-led operation is the only structure that lets us guarantee that. We are building Dharm Manpower Solution on that standard, one engagement at a time, and we look forward to earning a long-term place in your operations.

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Harender  
Co-Founder & Business Development Head

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Dharmender  
Co-Founder & Operations Head



## WHO WE ARE

# COMPANY OVERVIEW

Dharm Manpower Solution is an industrial manpower and fabrication workforce provider based in Faridabad, Haryana, supplying skilled, semi-skilled and unskilled workforce to manufacturing, fabrication and heavy engineering operations across Delhi NCR.

## Our Story

Dharm Manpower Solution was founded by two professionals who spent years working directly inside welding bays, fabrication shops and production lines before deciding to build a manpower company run the way they always wished one had been run for them: with founders who understand the trade personally, screening standards drawn from real shop-floor judgment rather than a generic checklist, and a level of personal attention that only a founder-led operation can offer. We operate as a registered proprietorship — GST and Udyam (MSME) registered in Haryana — focused entirely on one outcome: the right worker, on the right site, on time.

## Business Philosophy

We believe a manpower supplier's real product is judgment — knowing which candidate can actually hold a bead, run a press, or lead a shift, and which cannot. Our founders apply that judgment personally to every placement, because it is the same judgment they were trained to apply on the shop floor themselves.

## Corporate Values

Integrity

Accountability

Craftsmanship

Safety First

Long-Term Partnership



## WHAT WE STAND FOR

# VISION, MISSION & CORE VALUES

### Our Vision

To become the most dependable founder-led industrial manpower partner across Faridabad and Delhi NCR — known not for size, but for consistently sending the right worker, correctly screened, every single time.

### Our Approach

We treat every placement as a partnership, not a transaction. Founder-level attention on each engagement means faster problem-solving and real accountability when something needs adjusting.

### Our Mission

- Screen every candidate against practical, trade-specific benchmarks — not paperwork alone.
- Mobilise verified manpower quickly, including for urgent shutdown and project-based requirements.
- Build a safety-conscious, disciplined workforce culture on every site we supply.
- Stay personally involved in every client engagement as a founder-led company.
- Grow our client base one well-matched, dependable placement at a time.



WHAT SETS US APART

# WHY CHOOSE DHARM MANPOWER SOLUTION



## Quality Workforce

Every candidate is screened against practical, trade-specific benchmarks before being put forward.



## Fast Deployment

Rapid mobilisation for urgent shutdown, project and production-surge requirements.



## Compliance

Registered under GST and Udyam (MSME), with statutory obligations handled correctly.



## Dedicated Support

Direct access to the founders for every requirement — no call-centre layer in between.



## Industry Expertise

Founders bring hands-on welding, fabrication and production-floor experience to every screening decision.



## Reliable Workforce

Attendance and performance tracked after deployment, not left unmonitored once a worker is placed.



## Replacement Support

Prompt replacement arranged whenever a placement needs adjustment, to protect your schedule.



## Transparent Process

Clear communication at every stage — requirement, deployment and ongoing support.



## WHAT WE SUPPLY

# CORE MANPOWER & SKILLED TRADES

## CORE MANPOWER SUPPLY

Industrial Manpower Supply

Fabrication Labour Supply

Shutdown Manpower

Contract Labour Supply

## WELDING TRADES

MIG Welders

TIG Welders

ARC Welders

## FABRICATION & FINISHING TRADES

Fabricators

Fitters

Helpers

Painters

Grinders

Every trade above is supplied against the same practical standard: a candidate is placed only once verified on the tools, materials and pace your production line actually runs — not on a generic resume line.



## WHAT WE SUPPLY (CONTINUED)

# MACHINE OPERATION & WORKFORCE CATEGORIES

## MACHINE OPERATION

CNC Operators

VMC Operators

HMC Operators

Laser Cutting Operators

Plasma Cutting Operators

Gas Cutting Operators

Power Press Operators

Press Operators

Rolling Machine Operators

## HEAVY EQUIPMENT & SUPERVISION

Forklift Operators

EOT Crane Operators

Supervisors

## WORKFORCE CATEGORIES

Skilled Labour

Semi-Skilled Labour

Unskilled Labour

Production Workforce

Assembly Line Workforce

Container Manufacturing Workforce

Structural Fabrication Workforce

Maintenance Workforce





WHERE OUR WORKFORCE OPERATES

# INDUSTRIES WE SERVE

Our workforce is matched to the practical demands of heavy industry — not generalist labour dropped into a specialist environment.

Automobile

Heavy Engineering

Steel Industry

Container Manufacturing

Fabrication

Construction

Infrastructure

Oil & Gas

Power Plants

Warehousing

Manufacturing

Railways

Industrial Projects



## HOW WE WORK

# RECRUITMENT & DEPLOYMENT PROCESS

- 1 Requirement Received**  
We capture the exact trade, skill level, headcount and timeline your plant needs.
- 2 Candidate Sourcing**  
Candidates are shortlisted from our network against the specific requirement.
- 3 Trade Test**  
Practical, trade-specific evaluation on the tools and materials the job actually requires.
- 4 Interview**  
A founder-reviewed conversation to confirm fit, discipline and communication.
- 5 Documentation**  
Identity, address and background documentation completed and verified.
- 6 Medical (If Required)**  
Fitness confirmation arranged where the role or client site requires it.
- 7 Joining**  
Worker is deployed on the agreed date with a safety and site-conduct briefing.
- 8 Attendance Monitoring**  
Daily attendance tracked to flag and resolve absenteeism before it disrupts your line.
- 9 Payroll Support**  
Wage processing handled on schedule, reducing administrative load on your team.
- 10 Replacement Support**  
Same-day replacement coordination if a placement needs adjustment.



## HOW WE PROTECT QUALITY

# QUALITY ASSURANCE

Quality on a shop floor is not a certificate — it is a candidate who performs correctly under real conditions. Our quality process is built around five checkpoints:



### Candidate Verification

Identity, address and prior work background checked before shortlisting.



### Skill Assessment

Baseline competency review against the trade being supplied.



### Trade Testing

Practical, hands-on evaluation on the specific tools and materials in use.



### Performance Monitoring

Attendance and output tracked continuously after deployment.



### Client Feedback

Direct, regular feedback loop with the founders — issues are acted on immediately.



PROTECTING PEOPLE & STAYING COMPLIANT

# HEALTH, SAFETY & COMPLIANCE

## On-Site Safety

### PPE

Workers are briefed to use the personal protective equipment your site requires before starting work.

### Safety Training

Basic site-safety orientation is covered before deployment, alongside your own induction process.

### Industrial Safety Practices

Workers are expected to follow lockout-tagout, machine-guarding and material-handling protocols on-site.

### Attendance Discipline

Daily attendance is tracked so gaps are caught and resolved before they affect your line.

## Statutory Compliance

ESI

PF

Labour Law Compliance

GST Compliance

Udyam / MSME Registration

We operate as a GST- and Udyam-registered entity and structure our contract labour engagements to align with applicable labour law requirements, including ESI and PF obligations where applicable to a placement.



## HOW WE GOVERN OUR ENGAGEMENTS

# COMPANY POLICIES — PART 1

### Recruitment Policy

Every candidate is sourced, verified and trade-tested against the specific requirement before being proposed to a client — no blanket sourcing without a matching brief.

### Replacement Policy

If a placement is not performing to the agreed standard, replacement is coordinated promptly to minimise disruption to your schedule.

### Code of Conduct

Workers are expected to follow client site rules, maintain professional behaviour, and report safety concerns immediately.

### Attendance Policy

Attendance is recorded daily. Repeated unexplained absence is addressed directly with the worker, with the client kept informed throughout.

### Payroll Policy

Wages are processed on an agreed cycle, with clear records maintained for every worker deployed.

### Safety Policy

Workers are briefed on PPE and site-safety expectations before deployment and are expected to comply with client safety protocols at all times.



HOW WE GOVERN OUR ENGAGEMENTS (CONTINUED)

## COMPANY POLICIES — PART 2

### Confidentiality Policy

Client processes, drawings and site information encountered during deployment are treated as confidential and not shared externally.

### Client Communication Policy

A single, direct point of contact with the founders is maintained for every client, avoiding delays caused by multi-layered handoffs.

### Emergency Replacement Policy

For urgent gaps — including shutdown and production-critical roles — replacement mobilisation is prioritised over routine requirements.

### Compliance Policy

All engagements are structured to remain consistent with our GST, Udyam and applicable labour law obligations.

### Leave Policy

Planned leave is coordinated in advance wherever possible, with cover arranged so client operations are not left short-staffed.

### Escalation Policy

Any issue raised by a client is acknowledged promptly and escalated directly to a founder if it cannot be resolved immediately.

### Work Ethics Policy

Punctuality, honesty and respect for client property and personnel are non-negotiable expectations for every worker we place.

A detailed Company Policies & Business Terms document, suitable for vendor registration, is available separately at [www.dharmmanpower.in](http://www.dharmmanpower.in).



**TRUST, EARNED ON THE FLOOR**

# WHY COMPANIES TRUST US

A manufacturing plant cannot afford a wrong worker on a live production line. That is the standard we hold ourselves to on every engagement.

## **Direct Founder Access**

No account-manager layer — requirements and issues go straight to the people who make deployment decisions.

## **Practical Screening**

Candidates are judged on real trade competence, evaluated by founders who have done the work themselves.

## **Compliance-First Structure**

GST and Udyam registered, with engagements structured around applicable labour law obligations.

## **Consistent Communication**

Clients are kept informed proactively — attendance, performance and any changes on the ground.



WHERE WE DEPLOY

## SERVICE LOCATIONS

Operating from Faridabad, Haryana, we deploy manpower across the following locations in the Delhi NCR industrial belt:

|                  |                      |               |
|------------------|----------------------|---------------|
| <b>Faridabad</b> | <b>Ballabgarh</b>    | <b>Palwal</b> |
| <b>Prithla</b>   | <b>Greater Noida</b> | <b>Noida</b>  |
| <b>Gurugram</b>  | <b>Manesar</b>       | <b>Bawal</b>  |
| <b>Neemrana</b>  | <b>Delhi NCR</b>     |               |

Registered Office (as per GST & Udyam): Shop No. 10, Tatarpur Chowk, Palwal, Haryana — within the same regional operating footprint listed above.



## OUR COMMITMENT

# A LONG-TERM MANPOWER PARTNER, NOT A ONE-TIME VENDOR

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We commit to every client the same way we screen every worker — carefully, personally, and with follow-through after the placement is made. That means staying reachable, tracking performance without being asked, and treating a replacement request as urgent, not routine.

As we grow, our commitment to founder-level attention, verified screening and honest communication will not change — it is the standard this company was built on.



VERIFIED & ON RECORD

# DOCUMENTS & REGISTRATIONS



## GST Registration

**GSTIN** 06HEEPD6424Q1Z4

**PAN (as per GSTIN)** HEEP6424Q

**Legal Name** Dharmender

**Registration Type** Regular

**Effective From** 06/07/2026



## Udyam (MSME) Registration

**Udyam Registration No.** UDYAM-HR-20-0041443

**Enterprise Type** Micro (Classification Year 2026-27)

**NIC Activity** 78200 — Temporary Employment Agency Activities

**Registered Office** Shop No. 10, Tatarpur Chowk, Palwal, Haryana – 121102

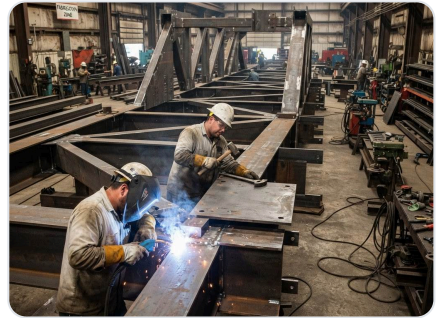
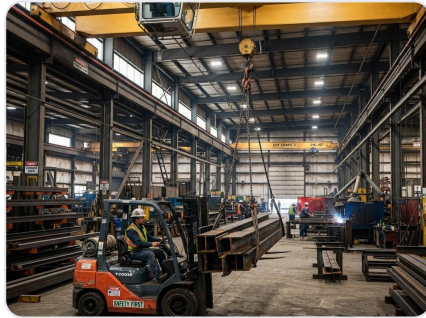
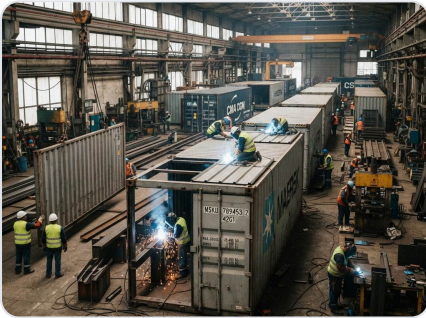
Future Certifications: Additional trade, safety and quality certifications will be added to this profile as they are obtained.

Attested copies of the above registrations are available on request.



ON THE SHOP FLOOR

# WORK GALLERY



**GET IN TOUCH**

# CONTACT US

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## REGISTERED OFFICE

Shop No. 10, Tatarpur Chowk  
Vill. Tatarpur, Block Prithla  
Palwal, Haryana – 121102

## CORPORATE / OPERATIONS OFFICE

Faridabad, Haryana

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Scan to visit  
[www.dharammanpower.in](http://www.dharammanpower.in)

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