



ARABIAN BUSINESS COMPANY (PVT) LTD
Professional Manpower Recruitment

We stand by the employer.
We stand by the worker.





To our clients

Speed.
Efficiency.
Precision.

Shortlists in days, not months. Candidates screened for skill and fit before you meet them. Workers who arrive ready to deliver from their first shift.

To our people

Protection.
Dignity.
Care.

Ethical recruitment, honest information and a company that stands its ground for every worker, from the day they apply to the day they return home.





Built for speed.
Proven over four decades.

30,000+

candidates in our database, from Sri Lanka, India and the Philippines

4–10

days to put candidates in front of you,
for most requirements

5

working days from visa
issuance to your worker's
departure

40

years of overseas recruitment,
since 1986

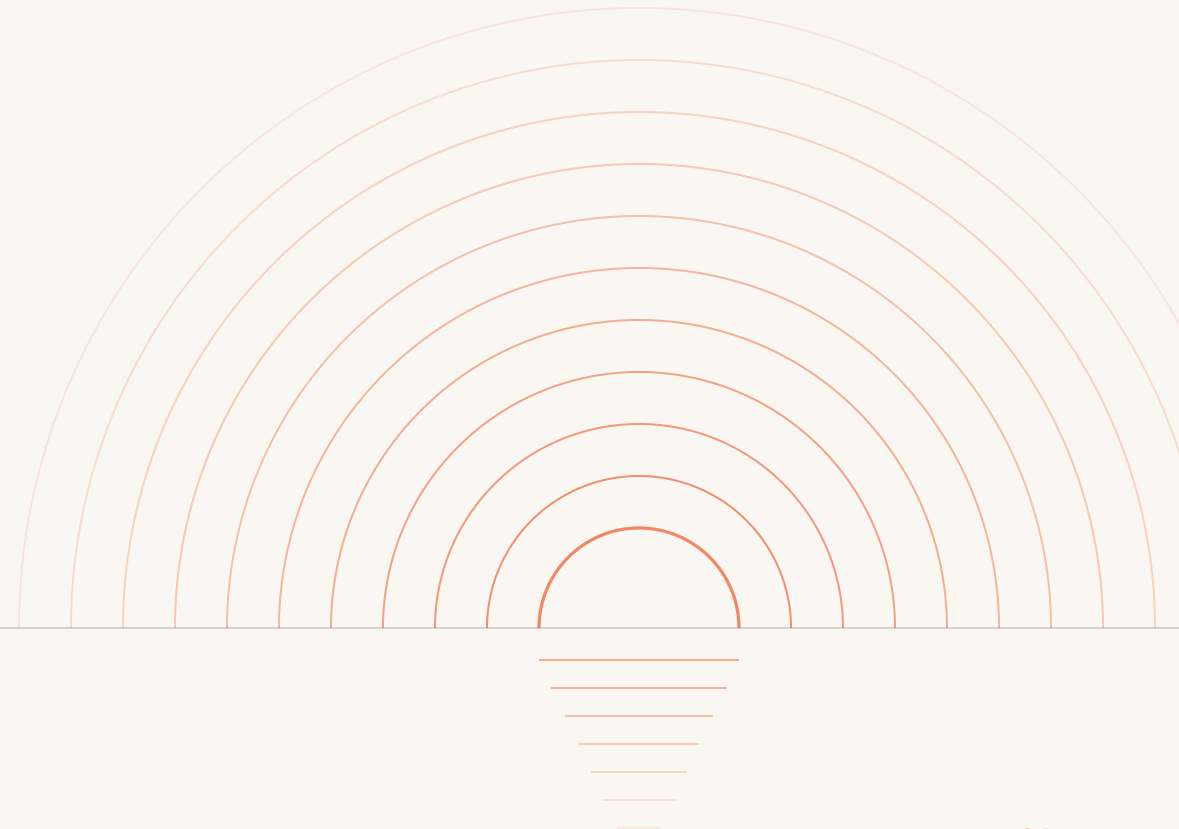
Who we are

A Sri Lankan name trusted around the world

ABC Recruitment, Sri Lanka (Arabian Business Company (Pvt) Ltd), a member of A&B Holdings, is licensed by the **Sri Lanka Bureau of Foreign Employment under Licence No. 1717**. We carry forward the legacy of **Kumara International (Pvt) Ltd**, a name still respected across the Sri Lankan community.

For four decades we have placed professional, technical, medical, skilled and semi-skilled personnel with employers across the Middle East, Africa, Europe, the Pacific and Australia.

We are a family business. Our Chairman and leadership team work personally on every account, and we judge ourselves by one measure: whether the employer and the worker would both choose us again.





UAE, 2004

300 workers. One promise kept.

Care for our workers is not a slogan for us. It is part of our history.

In 2004, when the owner of a garment factory in the United Arab Emirates fled the country, **approximately 300 Sri Lankan workers** were left stranded in their accommodation, without food, water or electricity.

Our Chairman, **Mr. Lalith**, went to them personally. He arranged food and water and had power restored. Then, working hand in hand with the Sri Lanka Bureau of Foreign Employment, he arranged for every one of those men and women to return home safely to their families.

Carried out under the Kumara International name, it remains one of the proudest moments in our history, and the standard every worker we place today can rely on.



2008 to 2016

Standing firm through the Global Financial Crisis

Many agencies did not survive it. ABC did, and came out stronger.

For more than two decades, ABC stood among the leading names in Sri Lankan recruitment. Our relationship with the SLBFE was strong enough that we helped shape the regulations the industry still works by.

In 2008, the Global Financial Crisis (GFC) reached the Gulf. Investment withdrew, projects stopped and hiring froze across the region. Many recruitment agencies closed for good. **ABC stood firm.**

We used those years to strengthen every part of the business: sharper processes, stronger compliance and a leaner, faster operation. The company that emerged is the disciplined, efficient partner our clients rely on today.



COVID-19 · 2020 to 2021

When the world stopped, ABC kept moving

Airports closed. Borders shut. ABC kept delivering.

For almost two years, the COVID-19 pandemic brought global travel and recruitment to a standstill. Airports closed, borders shut and entire industries paused.

ABC adapted. When deployment from Sri Lanka was not possible, we sourced and deployed candidates from **Nepal and the Philippines**, keeping our clients' operations staffed while much of the industry stood still.

It is the same discipline we bring to every requirement: when the usual route closes, we find another way to deliver.

Built on reputation

Trusted by employers. Trusted by workers.

Our reputation was built over decades, and it is the reason we endure. Employers know how we work: we take responsibility, we are efficient and we deliver on time. Workers and their families know that when they travel with ABC, we stand behind them.

In 2016, Lakshan, then our Manager, Operations and today our Chief Operating Officer, led ABC to secure Milaha and QTerminals, two of Qatar's leading port operators, as long-term partners. Both continue to recruit through ABC every year.

What this means for you

A partner that stood firm through a global financial crisis and a global pandemic will stand firm for you.

Client success in Qatar

Milaha & QTerminals

Turning a regulatory roadblock into hundreds of jobs

2016 100–200

partners since

workers placed with them
every year

The challenge

Milaha and QTerminals, two of Qatar's leading maritime and port operators, are government-linked. Their policies did not allow job orders on the standard SLBFE template, and Sri Lanka's authorities would not accept any other format. Hundreds of jobs were at stake.

What we did

Lakshan, then our Manager, Operations, travelled to Qatar three times to secure the documents' attestation from the Sri Lankan Embassy. Our Chairman then took the case directly to Sri Lanka's Minister of Foreign Affairs and the then Chairman of the SLBFE.

The result

The SLBFE issued a new circular allowing government-owned employers to submit job orders on their own letterhead, without Foreign Ministry or Chamber of Commerce attestation. We have placed 100 to 200 Sri Lankan workers with them every year since.



Client success in Qatar

A partnership that still stands strong

Every year since 2016, new teams of Sri Lankan workers have joined QTerminals through ABC. Each batch is screened, interviewed and prepared by our team before they leave home.

A QTerminals batch with the ABC team in Colombo.





Client success in the UAE

Drydocks World, DP World

In 2025, a Drydocks World delegation travelled to Sri Lanka to interview **150 applicants** presented by ABC, for one of the world's leading ship repair and conversion yards.

An employer-pays partnership, offering free recruitment for every candidate.

The Drydocks World delegation with our Chairman and team, Sri Lanka, 2025.





A first for Sri Lanka, 2025

From student visas to work visas

For years, the path from Sri Lanka to Australia ran through university, on a student visa. In 2025, an Australian delegation issued the first-ever job order for Sri Lankan nurses, and ABC became the **first company to have it attested under the Work Ready Asia (WRA) programme**.

For the first time, Sri Lankan nurses can go to Australia through a licensed agency to **work**, on a work visa rather than a student visa.

Above: our first nurses batch with the Australian delegation. Below: the ABC and Work Ready Asia teams.



Client success in Fiji

Opening the Fiji Islands to Sri Lankan talent

2024

first SLBFE-registered
placements to Fiji

~20

Fiji employers
served today

Clients include Jack's of Fiji, Golden Ocean, Fiji Ports, Centrecom, Goodman Fielder (Crest Chicken), Crowne Plaza Fiji and Fiji Roads Authority.

The challenge

When Jack's of Fiji Manufacturing became our first Fiji client, it was the first time Sri Lankan workers would go to Fiji under SLBFE registration. At the time, Sri Lanka had no diplomatic mission in Fiji; the country was covered by the Sri Lanka High Commission in Canberra, Australia. There was no established route for getting a Fiji employer's job order attested.

What we did

We worked directly with the SLBFE to have the job documents assessed and attested through the Ministry of Foreign Affairs and the Chamber of Commerce, creating a working pathway for Fiji job orders.

The result

That pathway now serves every Fiji employer we work with. Since 2024 it has grown to nearly 20 clients across manufacturing, food production, hospitality, ports and infrastructure.

Fiji, 2024

The first Sri Lankan team to Fiji

In 2024, this team became the first Sri Lankan workers to travel to the Fiji Islands under SLBFE registration, joining Jack's of Fiji Manufacturing.

Every Fiji placement we have made since has followed the pathway this team opened.

Our first batch for Jack's of Fiji Manufacturing, Colombo, 2024.





A partner in Fiji's growth

Keeping Fiji's major projects moving

4 → 2

months: Fiji work permit processing
for Sri Lankan workers, 2026

Fiji's growth is creating more demand for skilled workers than the local market can supply. In discussions with **Mr. Edward Bernard**, Chief Executive of the Fiji Commerce & Employers Federation, and **Mr. Kamal Chetty**, Chief Executive of Investment Fiji, ABC committed to supplying the skilled workforce Fiji's major projects need, so that none of them stall for lack of people.

In 2026, Fiji reduced work permit processing for Sri Lankan workers from around four months to around two. It reflects the value Sri Lankan professionals have brought to Fiji's workplaces, and the strong cultural alignment between Sri Lankans and Fijians, who work and live well together. As the leading Sri Lankan recruitment agency placing workers in Fiji, ABC is proud of the reputation our people have helped build.

For employers in Fiji, it means skilled people on site sooner.



With gratitude

Friends of Sri Lanka in Fiji

Every new pathway begins with people who believe in it. In Fiji, two leaders have given Sri Lankan talent that belief.

Mr. Edward Bernard, Chief Executive of the Fiji Commerce & Employers Federation, has championed the needs of Fiji's employers and welcomed ABC with rare warmth and wisdom.

Mr. Kamal Chetty, Chief Executive of Investment Fiji, honoured us with a visit to Colombo. His vision for Fiji's growth, and the kindness he has shown our team, inspire the work we do.

We are deeply grateful to them both, and proud to help build the bridge between our two nations.

Left: Mr. Kamal Chetty and Ms. Shania Autar, Investment Facilitation Advisor, Investment Fiji. Right, from front: Sarah, Business Development Manager; Mr. Lalith, Founder & Chairman; Lakshan, Chief Operating Officer.





Productivity starts on arrival

From your requirement to your site, without the wait



Candidates are in front of you within 4 to 10 days. Our target is to mobilise workers within five working days of visa issuance, subject to completion of all required approvals and travel arrangements.

Our innovation

SmartMatch

ABC's AI-powered candidate assessment

Every employer has met this candidate. In the interview, he can do everything. Weeks after arriving, he tells you he cannot do the job he promised. Another settles in well, then grows homesick and asks to go home.

Each case costs you a ticket, a visa, lost productivity and the time to start again. We built SmartMatch to find these risks *before* a candidate reaches your panel.

Promise versus ability

Role-specific and situational questions test what a candidate can actually do, not what they say they can do. Built-in consistency checks flag answers that contradict each other.

Will they settle and stay?

We assess adaptability to a new country, culture and climate, and readiness to live and work away from family, the main reasons workers leave early.

Pressure, not just paperwork

How a candidate handles stress, long shifts, instruction and conflict tells you how they will perform in month six, not just on day one.

How SmartMatch assesses

Five dimensions of every candidate, measured before you meet them

Answer options are randomised and responses cross-checked, so candidates cannot game the assessment. Available in English and Sinhala, with Tamil for trade roles.

- 1 Stress resilience**
Performance under pressure, long hours and demanding supervisors
- 2 Adaptability**
Readiness for a new country, culture, climate and time away from family
- 3 Integrity & accountability**
Honesty, reliability and ownership of mistakes
- 4 Collaboration**
Working in multinational teams and taking instruction
- 5 Work style**
How they think, learn and solve problems on the job

What your panel receives

A clear profile for each shortlisted candidate: overall fit, strengths, risk flags and suggested interview questions to probe further.



Trade tests on request

See the skill for yourself

SmartMatch tells you how a candidate thinks. When you also want to see what they can do with their hands, we arrange a practical trade test on real equipment, at your request.

Trade tests are set to your specification and can be attended by your team, in person or online.

A practical trade test for a construction client, Sri Lanka.



Where we work

From Colombo to the world

The Middle East, Africa, Europe, the Pacific and Australia, served from one office in Colombo that knows every route.

Middle East

UAE, Qatar, Kuwait, Oman, Bahrain, Jordan

Africa

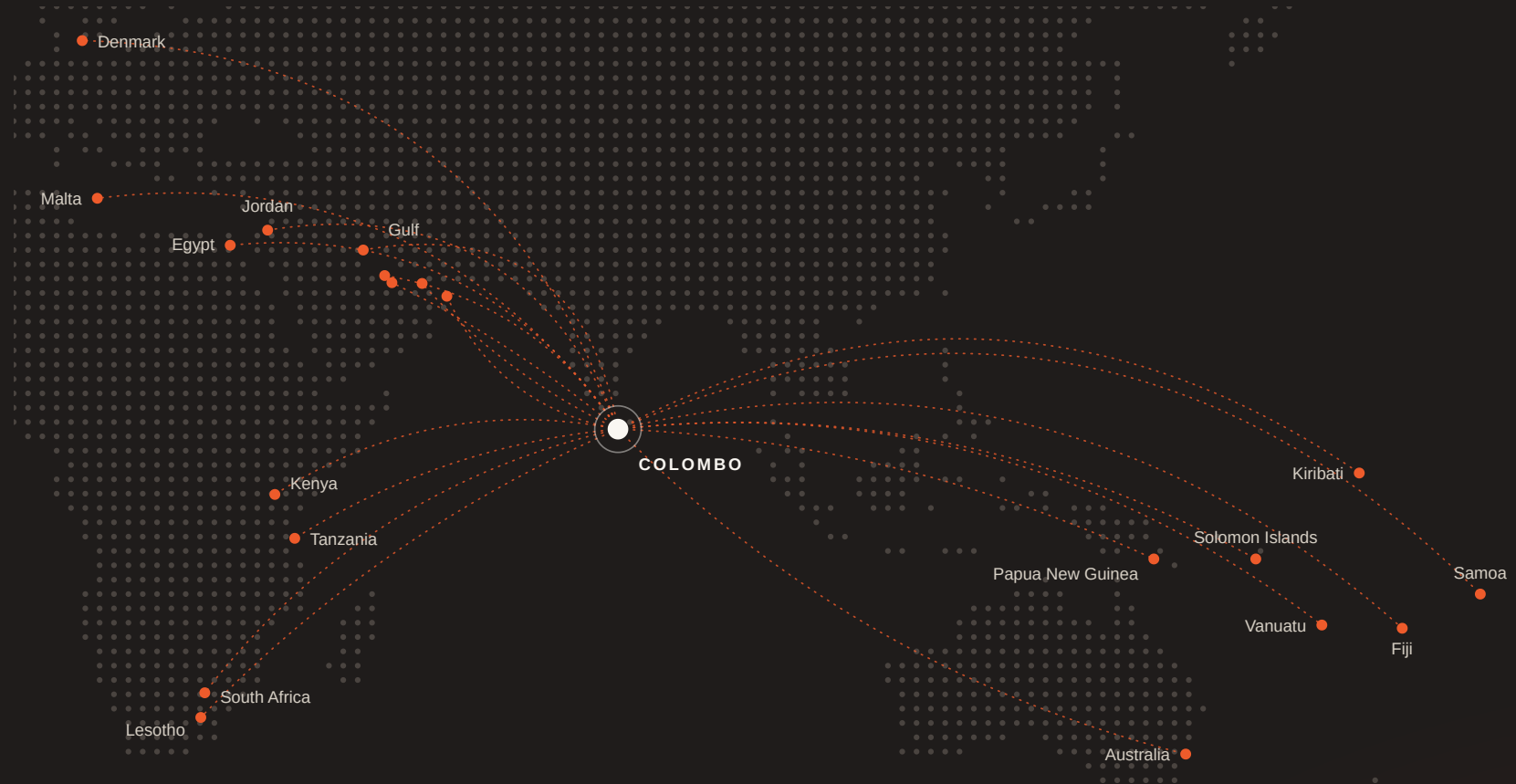
Egypt, South Africa, Lesotho, Tanzania, Kenya

Europe

Malta, Denmark

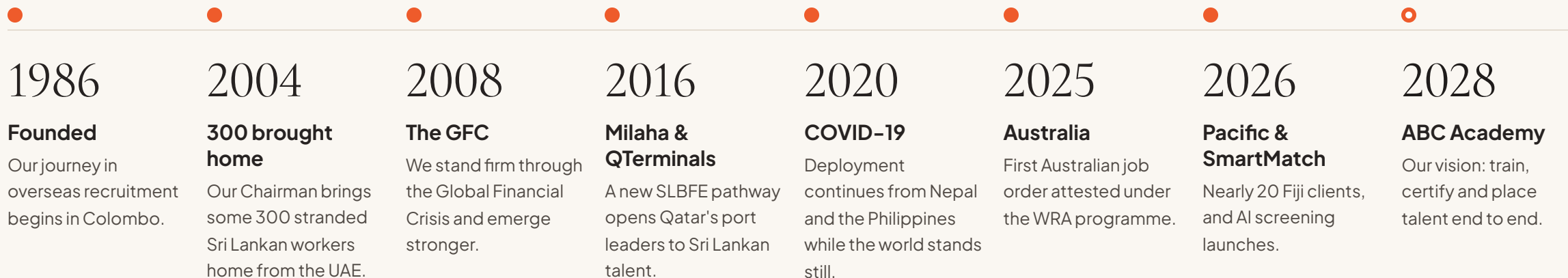
Pacific & Australia

Fiji, Papua New Guinea, Vanuatu, Kiribati, Solomon Islands, Samoa, Australia



Our journey

Four decades. Every challenge met.





Looking ahead to 2028

From recruiter to talent builder

Our goal is a seamless pathway where any individual can enrol with ABC, develop their skills with us and be trained to the standards our clients expect, then be placed directly with those clients.

We are researching the market today to build it right. For our clients, it will mean a dependable pipeline of job-ready talent, shaped around your needs.

Working with us

Getting started is simple

Letter of appointment

A formal appointment letter on your company letterhead, as required by the SLBFE, authorises us to act as your agent in Sri Lanka.

Your requirement

For each requirement, send a demand letter on your letterhead by email. We will advise if an original is needed for SLBFE approval.

Your demand letter should include

- Job titles, number of positions, and the experience, education and qualifications required
- Monthly salary and currency
- Contract period, including working hours and days
- Annual and other leave entitlements
- Accommodation and food, or the allowances paid in lieu
- Probation period
- Medical benefits provided
- Confirmation that air travel from the point of hire to the place of work is provided

Recruitment process

Eight steps, managed end to end

1

Approval

Your requirement goes to the SLBFE for approval to recruit.

2

Sourcing & screening

We search our 30,000+ database and assess candidates with SmartMatch.

3

Interview

You meet and select candidates, in person or online.

4

Contract

Employment contracts are explained to the worker and signed.

5

Verification & trade test

Medical report, police clearance and reference checks. Trade test on request.

6

Certification

Workers' certificates and licences attested by the Ministry of Foreign Affairs.

7

SLBFE approval & visa

Final SLBFE approval and visa, with pre-departure orientation for every worker.

8

Deployment

Workers mobilised within 5 working days of visa issuance.

Verified before departure

Every worker arrives with a complete, verified file

Once the employment contract is signed, we complete every check and certification before the worker travels. Nothing is left for your HR team to chase.

- **Passport**
Validity checked for the full contract period
- **Medical report**
Pre-employment medical examination
- **Police clearance**
Sri Lanka Police clearance certificate
- **Reference checks**
Previous employers contacted and verified
- **Trade test**
Practical skills test, on request
- **SmartMatch profile**
Work style, resilience and fit assessment
- **Certified documents**
Workers' certificates, licences and experience letters, MOFA attested
- **Signed contract**
Explained to the worker and signed before departure
- **SLBFE registration**
Registration and insurance completed before travel

Fees and responsibilities

Flexible, transparent fee models

Our rates are transparent and reasonable, always in keeping with SLBFE regulations and international fair recruitment standards. Choose the model that suits your company's policy.

Standard model: no cost to you

We charge the employer nothing. The worker pays our service fee strictly according to the fee structure authorised by the SLBFE, Sri Lanka's foreign employment regulator.

Employer-pays model: free recruitment for the candidate

The employer covers the service fee and recruitment costs, so recruitment is free for the candidate, in line with ILO fair recruitment principles.

Under either model, the employer provides air travel as set out in the employment contract.

Services and welfare

We take care of everything, and everyone

For you: presentation

- Application form and photograph
- References and certificates
- Interview and SmartMatch reports

For you: mobilisation

- Interviews and reference checks
- Trade tests on request
- Medical and police clearance reports
- SLBFE approvals
- Flights arranged

For our workers: before

- Help obtaining passports
- MOFA attestation of certificates and licences
- NRFC accounts and loan support
- Pre-departure orientation
- SLBFE insurance

For our workers: after

- Regular contact with families
- A listening ear and guidance
- Workplace visits
- Festival celebrations



Our guarantee

If a worker falls short, we replace them.

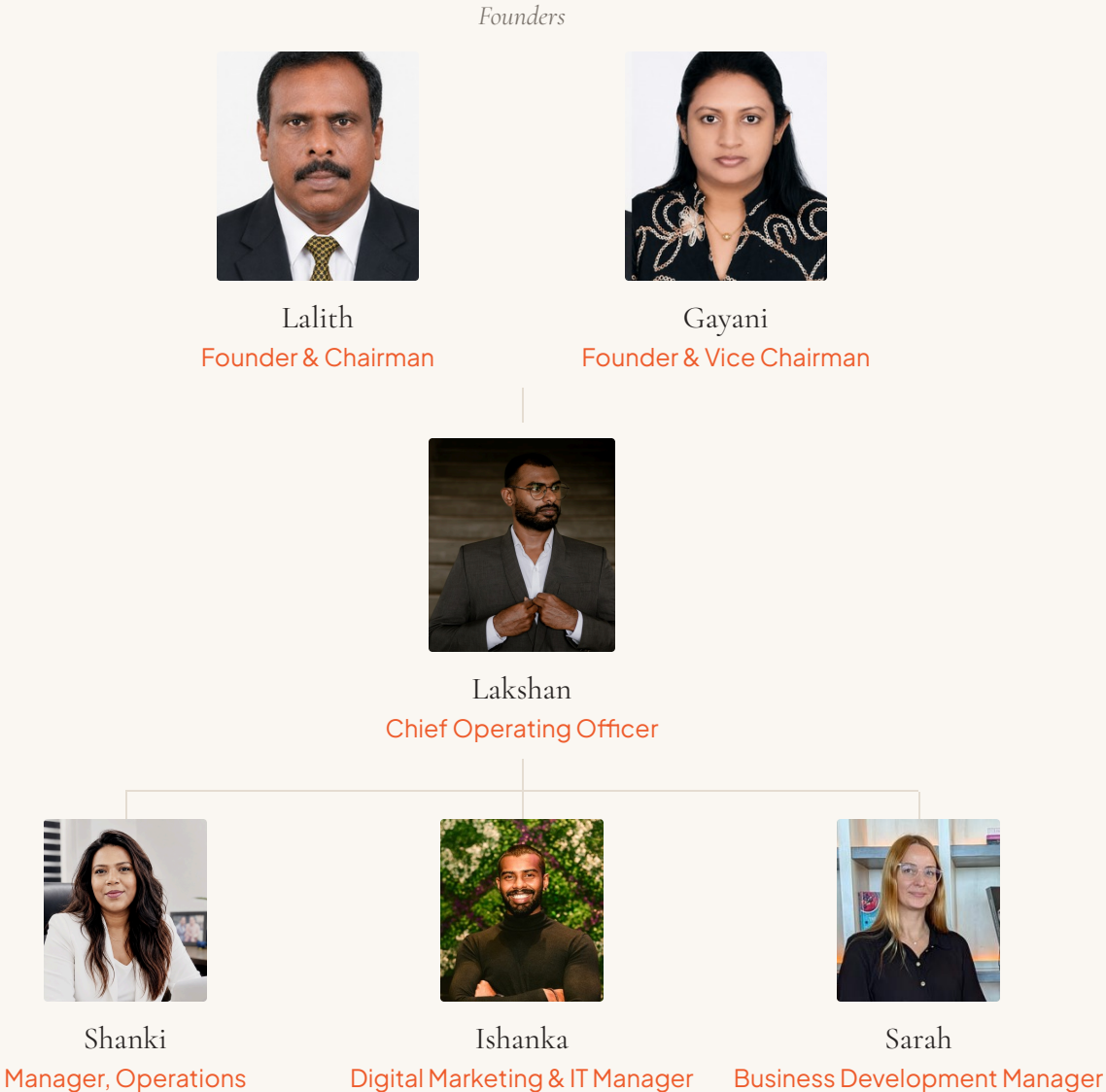
We stand behind our placements with a replacement guarantee, subject to agreed terms and conditions.



Leadership

Led by its founders, since 1986

ABC is led by the family that founded it. Every client relationship has a senior name behind it.





Tell us what you need.
We'll have candidates in days.

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