

WORK ACKNOWLEDGMENT AND PAYMENT AGREEMENT (COMPLETED HARVESTS)

This Agreement is made on **11 Jun 2026** between:

Harry Thuku Beverages LP

Location: Mr. Harry Thuku's Estate
(hereinafter "the Company")

AND

Workers represented
(hereinafter "the Wo



1. Completed Work

The Workers confirm that they carried out harvesting of coffee cherries at Mr. Harry Thuku's Estate on the following dates:

- **27 May 2026** — Total Workers Involved: **4 Workers**
- **28 May 2026** — Total Workers Involved: **2 Workers**
- **4 June 2026** — Total workers involved **3 workers**
- **6 July 2026** — Total workers involved **2 workers**

2. Payment Terms (Full and Final Settlement)

The Company agrees to pay **KES 1,000 (One Thousand Kenya Shillings)** per worker per day for two days for the above completed work.

Total workers covered under this Agreement: **11 Workers**

Upon payment, this amount constitutes full and final settlement for the above batches, and no further claims shall be made by the Workers in respect of this work.

3. Acknowledgment of Scope Variation (No Retroactive Penalties)

The Parties acknowledge that certain activities may have occurred outside formally assigned scope due to the absence of a prior written agreement.

The Parties agree that:

- No retroactive deductions or penalties shall be applied to the completed work stated above.
 - This clause records the issue for clarity and future control only.
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4. Future Work – Scope Control (Binding Going Forward)

For any future work at the Estate, the Workers agree that:

- Tasks shall be assigned daily and approved by the Company or its supervisor.
 - Only assigned tasks are payable.
 - Any work performed outside assigned scope is not payable unless prior approval is given.
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5. Future Work – Quality, Hygiene, and Handling

For all future batches, the Workers agree to:

- Follow hygiene standards when handling coffee.
 - Avoid mixing raw and processed coffee.
 - Use only assigned tools and areas.
 - Follow instructions of the supervisor at all times.
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6. Future Work – Damages and Deductions (Same-Batch Only)

For future agreed work only:

- Any negligence, mishandling, contamination, or damage to coffee may result in deductions from that same batch's payment, after reasonable assessment by the Company.
 - Deductions shall relate only to the affected batch and shall not be applied retroactively to past completed work.
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7. Participation and Removal

The Company reserves the right to:

- Limit the number of workers engaged per task

- Remove any worker from future work for non-compliance, poor hygiene, or repeated negligence
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8. Acceptance

By signing below, the Parties confirm:

- The work described above was completed
- Payment terms are understood and accepted
- Future work conditions are agreed and binding

9. Correction of Worker Count

- The parties acknowledge that the original contract contains a clerical error stating that the total number of workers is six (6). This provision amends that error. The correct total number of workers shall be the arithmetic sum of the individual worker figures listed in the contract, and not the fixed number of six (6). All payments, calculations, obligations, and interpretations under this Agreement shall be based on the corrected total derived from those individual figures. Except as amended by this clause, all other terms and conditions of the Agreement remain unchanged and in full force and effect.
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Signed for Harry T [REDACTED]
[REDACTED]

Signature: _____

Date: _____ 06-07-2026 _____

For the Workers (Representative): [REDACTED]
[REDACTED]

Signature: _____

Date: _____ 06-07-2026 _____
