

COWSHED CLEANLINESS AND SAFETY SERVICES AGREEMENT

This Cowshed Cleanliness and Safety Services Agreement ("Agreement") is made on this 17th day of February 2026.

1. PARTIES

Employer:

Harry Thuku Beverages LP, a Limited Partnership duly established in the Republic of Kenya (hereinafter referred to as "the Employer").

Workers:

Three (3) young men engaged to provide cowshed cleaning and safety services (hereinafter collectively referred to as "the Workers"), represented for purposes of coordination and communication by Mr. Kenneth Kang'ethe (hereinafter referred to as "the Representative").

2. PURPOSE OF THE AGREEMENT

The purpose of this Agreement is to set out the terms and conditions under which the Workers shall provide cleaning, sanitation, and safety maintenance services at the Employer's cowshed facilities.

3. SCOPE OF WORK

The Workers shall:

- a) Clean the cowshed daily, including removal of manure and waste.
- b) Ensure proper drainage to prevent water stagnation.
- c) Maintain dry and safe bedding areas for the animals.
- d) Ensure feeding and watering areas remain hygienic.
- e) Inspect the cowshed for hazards that may cause injury to animals.
- f) Report any structural damage, disease risk, or unsafe conditions immediately to the Employer.
- g) Handle all tools and equipment responsibly and maintain them in good condition.

4. WORKING DAYS AND HOURS

- a) The Workers shall perform duties on days agreed upon with the Employer.
- b) Work shall be completed diligently and within reasonable daytime working hours unless otherwise agreed.

5. COMPENSATION

- a) The Employer shall pay a total daily wage of Kenya Shillings Five Hundred (KES 500) for all three (3) Workers collectively per full day worked.
- b) The distribution of the KES 500 among the three Workers shall be handled internally by the Workers and/or their Representative.
- c) Payment shall be made at the end of each working day unless otherwise agreed in writing.
- d) Payment shall only be made for days actually worked.

6. DURATION AND VALIDITY

- a) This Agreement shall commence on 17th February 2026.
- b) The Agreement shall remain valid for a period of one (1) year, expiring on 16th February 2027, unless terminated earlier in accordance with this Agreement.
- c) Renewal may be made by mutual written agreement of both parties.

7. TERMINATION

- a) Either party may terminate this Agreement by giving at least seven (7) days' written notice.
- b) Immediate termination may occur in cases of gross misconduct, negligence, or breach of this Agreement.

8. HEALTH AND SAFETY

- a) The Workers shall observe proper hygiene and safety standards.
- b) Protective clothing (boots, gloves, etc.) shall be worn during work.
- c) The Employer shall provide a safe working environment and necessary cleaning tools.

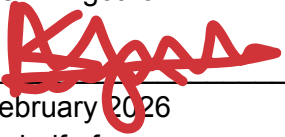
9. DISPUTE RESOLUTION

Any dispute arising under this Agreement shall first be resolved amicably through discussion. If unresolved, the matter may be referred to mediation or arbitration in accordance with the laws of the Republic of Kenya.

10. SIGNATURES

For the Employer:

Name: Mr. Kevin Ngotho

Signature: _____

Date: 17th February 2026

For and on behalf of

Harry Thuku Beverages LP

Representative of the Workers:

Name: Mr. Kenneth Kang'ethe

Signature: _____

Date: 17th February 2026