

EMPLOYMENT CONTRACT

This Agreement is made and entered into on this **27th day of April, 2026**, by and between:

Harry Thuku Beverages LP

249-00901 Ngewa

Phone: 0726089589

Email: harrythukubeverages@gmail.com

(hereinafter referred to as the “**Company**”)

and

249-00901 Ngewa

Phone: 0726089589

Email: kevrisingotho@gmail.com

(hereinafter referred to as the “**Employee**”)

1. Position and Duties

The Company hereby employs the Employee as **Head of Acquisitions**.

The Employee shall be responsible for, but not limited to:

- Leading investment strategy and acquisition initiatives
- Managing partnerships, strategic deals, and due diligence
- Overseeing innovation, commercialization, and technology integration
- Supporting operational improvement across production, infrastructure, and sustainability systems
- Collaborating with leadership to execute long-term growth strategies

2. Duration

This contract shall commence on [REDACTED]
unless terminated earlier in accordance with this Agreement.

The contract may be renewed or extended upon mutual written agreement of both parties.

3. Compensation

The Employee shall receive a monthly salary of **Ksh 20,000**, payable on or before the 28th of each month via bank transfer, subject to statutory deductions as required by Kenyan law.

4. Benefits

The Employee shall be entitled to:

- Flexible working hours
 - Access to training, research, and innovation tools
 - Performance-based incentives where applicable
 - Travel allowance for approved company-related assignments
 - Professional development opportunities aligned with company growth
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5. Performance Expectations

The Employee is expected to support improvement in:

- Operational efficiency and infrastructure systems
 - Animal welfare and agricultural standards
 - Health, safety, and sanitation compliance
 - Market performance and sales growth
 - Supplier, financial, and institutional engagement
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6. Termination

Either party may terminate this agreement by providing **ninety (90) days' written notice**, or payment in lieu of notice.

The Company may terminate the contract immediately in cases of:

- Gross misconduct
- Breach of confidentiality
- Unlawful or unethical conduct

- Serious negligence of duties
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7. Confidentiality

The Employee agrees to maintain strict confidentiality regarding all company information, trade processes, financial data, and strategic plans during and after employment.

8. Governing Law

This Agreement shall be governed by and interpreted in accordance with the laws of the **Republic of Kenya**.

9. Entire Agreement

This document constitutes the full agreement between the parties and supersedes any prior agreements or understandings, whether written or oral.

ACCEPTANCE AND SIGNATURE

By signing below, the Employee acknowledges that they have read, understood, and agree to the terms and conditions outlined in this contract.

Signed by the Employee:

[Redacted Signature]

Date: _____