

CONTRACT OF EMPLOYMENT FOR COFFEE PULPING STATION CLEANER

This Employment Agreement ("Agreement") is made and entered into on 4th January 2025, by and between:

Employer: Harry Thuku Beverages LP, a company duly registered under the laws of Kenya, with its principal office located at Harry Thuku's Compound, Kiambu County ("Employer")

Employee: Mr. Kevin Ndicu, an individual residing at [Edward Wachira's compound, Kiambu county] ("Employee")

Position: Coffee Pulping Station Cleaner

1. Commencement and Duration:

This Agreement shall commence on 4th January 2025 and shall continue for a period of one year, concluding on 20th December 2025, unless terminated earlier in accordance with the terms hereunder.

2. Job Responsibilities:

The Employee agrees to undertake the following responsibilities as part of their duties as Coffee Pulping Station Cleaner:

Clean the coffee pulping station factory.

Clean all tunnels associated with the pulping process.

Clean the coffee collection station.

Clean and manage the surrounding environment to remove plastic pollution.

Clean the pulper feeder.

Clean the pulper tank.

Clean the fermentation tanks.

The Employee agrees to carry out these duties with due diligence and professionalism, ensuring the cleanliness and hygiene of the premises.

3. Remuneration:

The Employer agrees to pay the Employee a daily rate of Ksh 1,000 for every day of services rendered. Payments will be made on a daily, directly to the employee in cash.

4. Work Hours:

The Employee's regular working hours shall be from 9:00 AM to 5:00 PM, Monday to Saturday. Overtime work may be required and will be compensated at 15% of daily wage for every hour.

5. Employee Benefits:

The Employee shall be entitled to First Aid and vacation days as per the applicable labor laws.

The Employee is responsible for bringing their own safety equipment to the workplace.

6. Confidentiality:

The Employee agrees to maintain the confidentiality of all proprietary and sensitive information encountered during their work.

7. Termination:

Either party may terminate this Agreement with one month's notice, or immediately for cause, including but not limited to failure to perform duties or misconduct.

8. Governing Law:

This Agreement shall be governed by and construed in accordance with the laws of the Kenyan Constitution and Kiambu County laws.

9. Miscellaneous:

The Employee acknowledges that they have read and understood this Agreement and agree to be bound by its terms.

Any amendments or modifications to this Agreement must be made in writing and signed by both parties.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year first written above.

Employer:
Harry Thuku Beverages LP

Signature: _____
Date: 4th January 2025

Employee:
Mr. Kevin Ndicu

Signature: _____
Date: 4th January 2025