



household data collection process as per the roles and responsibilities described in section D above and upon return of the data collection device with no damages. Any damages to the assigned device will be charged on your pay. Please note that payment processing requires a minimum of 7 working days and a maximum of 14 days to be completed. The daily wage will be performance based with each enumerator expected to conduct.g) Pledging of Credit: You may not at any time pledge the company's credit or in any way render the company liable for the payment of any money to any person, corporate or otherwise except payments which are necessary and incidental to your consultancy and for which the Company has given express prior approval in writing.h) Gifts: All consultants are not allowed to receive any gift offered in the course of this assignment. Any payment received will be a gross violation of the Company policies and a legal violation of the Employment Act. i) Conflict of Interest: You are expected to devote your whole time and attention to the best interests of the Company during your working hours. You must not carry out any work (whether paid or unpaid) which may conflict with your obligations to the Company, whether such work is undertaken in or outside of your normal working hours. j) Confidentiality and Non-Disclosure Agreement (NDA): Whilst working with us you may have access to confidential, operational, or financial information about the Company, our customers and our consultants and you will be expected to treat this information as so. Consultants are required to adhere to the confidentiality clause as set out in the Confidentiality documents attached to this contract. Furthermore, you undertake not to disclose confidential information supplied by any client or supplier of the Company or obtained as a result of the Company's engagement. If you are asked for information relating to the Company by someone outside the business, you should speak to a director. Failure to comply with undertakings as set out in this confidentiality clause may be treated as Gross Misconduct and may lead to instant dismissal. This section serves as a non-disclosure agreement (NDA) where the consultant will be legally liable for any sharing of CPHRM and affiliate companies'™ information unless with written approval from the Directors.k) Change of terms of the consultancy: No amendment to this contract will be legally binding unless made in writing and signed on behalf of the company by a duly authorized person. Please note that the only recognized official communication is via email. Your employer reserves the right to amend the terms and conditions of your employment and its rules, procedures, and policies from time to time. Such amendments will be notified to you in writing. If you accept this offer, please sign a print sign, and return it to the undersigned.l) Legal Status: The Consultant shall have the legal status of an independent contractor. Nothing in this contract shall render the Consultant an employee of CPHRM Group and the Consultant shall not hold himself/herself out as such. Accordingly, the Consultant shall not be entitled to any staff benefits. CPHRM Group does not commit to request services from the Consultant, and no payment shall be due to the Consultant by the terms of this Agreement.m) Indemnification: The Consultant agrees to indemnify CPHRM Group against all costs, claims, expenses, and liabilities whatsoever and howsoever incurred resulting from any act or omission of the Consultant.n) The Consultant shall not pledge the credit of CPHRM Group, sign any document, enter into any Agreement, or make any promise on behalf of CPHRM Group.o) Subject to the restrictions on the disclosure of information and to the other obligations of the Consultant contained in this Agreement, nothing in this Agreement shall prevent the Consultant from engaging in other consultancy activities or part-time or full-time employment.p) The Consultant agrees that CPHRM Group may use



Consultant's Name: Robert Burch

Date: 2024-10-10

Director's Signature:

Signature not available

Director CPHRM Group:

Date: 2024-10-08