**CONTRACT**

This Contract for Domestic Work and Child Care (the "Contract") is made and entered into on this 29th day of May, 2023, by and between Craig Parker ("Employer") and Laura Mututa ("Domestic Worker"), collectively referred to as the "Parties".

WHEREAS, Employer wishes to engage Domestic Worker to perform domestic work and child care services; and

WHEREAS, Domestic Worker wishes to provide such services on the terms and conditions set forth herein;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. SERVICES

1.1. Domestic Worker agrees to provide domestic work and child care services, as described below:

(a) Cleaning the house, including dusting, vacuuming, mopping, washing dishes, and cleaning bathrooms, in the morning on Mondays, Wednesdays, and Fridays;

(b) Taking care of Employer's children after they come home from school on Mondays, Wednesdays, and Fridays, including supervising their homework, preparing meals, engaging in age-appropriate activities, ensuring their safety and wellbeing, and providing emotional support.

1.2. Domestic Worker shall perform the services diligently, professionally, and in a timely manner, consistent with generally accepted standards for similar services.

1. TERM

This Contract shall commence on the 29th day of May, 2023 (the "Effective Date") and shall continue until terminated by either Party in accordance with the provisions of this Contract.

1. COMPENSATION

3.1. In consideration for the services rendered by Domestic Worker, Employer shall pay Domestic Worker a salary of R4,500 per month, payable on the last working day of each month.

3.2. In addition to the salary, Employer shall contribute R500 per month toward Domestic Worker's retirement fund.

3.3. The Parties agree that the salary and retirement contribution shall be subject to an annual increase in line with inflation.

3.4. The Parties agree that the salary and retirement contribution are subject to review and possible adjustment after a period of six (6) months from the Effective Date.

1. HOURS OF WORK

4.1. Domestic Worker's hours of work shall be from 9:30 AM to 6:00 PM on Mondays, Wednesdays, and Fridays.

4.2. Domestic Worker shall be entitled to a 30-minute break during each workday.

1. LEAVE

5.1. Domestic Worker shall be entitled to the following leave:

(a) Annual leave: Fifteen (15) working days per year, accruable on a pro-rata basis;

(b) Sick leave: Thirty (30) days in a three-year cycle, in accordance with the Basic Conditions of Employment Act;

(c) Family responsibility leave: Five (5) days per year, in accordance with the Basic Conditions of Employment Act;

(d) Maternity leave: Four (4) consecutive months, in accordance with the Basic Conditions of Employment Act.

1. TERMINATION

6.1. Either Party may terminate this Contract by giving one (1) month's written notice to the other Party. The notice period may be waived by mutual agreement of the Parties.

6.2. Employer may terminate this Contract for cause if Domestic Worker engages in gross misconduct, theft, dishonesty, or other behavior that justifies termination without notice.

1. CONFIDENTIALITY

Domestic Worker shall maintain the confidentiality of all personal and family-related information obtained during the course of performing services under this Contract and shall not disclose such information to any third party without the prior written consent of Employer.

1. GOVERNING LAW

This Contract shall be governed by and construed in accordance with the laws of the Republic of South Africa, without regard to its conflict of law provisions.

1. DISPUTE RESOLUTION

9.1. Any dispute arising out of or relating to this Contract, including any question regarding its existence, validity, or termination, shall be referred to and finally resolved by arbitration in accordance with the Arbitration Foundation of Southern Africa's (AFSA) rules, which rules are deemed to be incorporated by reference into this clause.

9.2. The number of arbitrators shall be one (1). The seat, or legal place, of arbitration shall be [City, South Africa]. The language to be used in the arbitral proceedings shall be English.

1. AMENDMENTS

This Contract may only be amended or modified by a written document signed by both Parties.

1. ENTIRE AGREEMENT

This Contract constitutes the entire agreement between the Parties with respect to the subject matter hereof and supersedes all prior agreements, understandings, negotiations, and discussions, whether oral or written, between the Parties.

1. COUNTERPARTS

This Contract may be executed in any number of counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties have executed this Contract as of the date first above written.

Craig Parker (Employer) Laura Mututa (Domestic Worker)

Date Date