

- 27.1. The Employee must comply with the Employer's policies, if any, which may include the Disciplinary Code and Procedure, Travel Policy, Leave Policy, Electronic Communications, and Usage Policy.
- 27.2. These policies may be amended, withdrawn or replaced by the Employer in its discretion from time to time.

## 28. GENERAL

- 28.1. Neither party will be bound by any express or implied representation, term, warranty, promise or the like, not recorded in this employment contract or reduced to writing and signed by the Employer and Employee.
- 28.2. No amendment, modification or agreed cancellation of this employment contract will be of any force or effect unless in writing and signed by or on behalf of the Employer and the Employee.
- 28.3. If any provision of this employment contract is held unenforceable, then that provision may be amended to reflect the parties' intentions and all remaining provisions of the contract will remain in force.
- 28.4. This employment contract is governed by and must be construed in accordance with the laws of the Republic of South Africa.

## 29. INTERPRETATION

- 29.1. Any person applying this employment contract must interpret its provisions to give effect to the primary objects of YES.
- 29.2. Unless the context indicates otherwise, the following terms will have the meaning assigned to them in the table below and similar expressions of the term will have corresponding meaning—

TERM	MEANING
<b>Confidential information</b>	<p>refers to the confidential information of the Employer and its business associates (which includes the Employer's suppliers, customers and service providers) and includes:</p> <ul style="list-style-type: none"> <li>• designs, patents, exclusivity arrangements and technical information;</li> <li>• financial and contractual details of the Employer's relationship with its business associates;</li> <li>• the names of present and prospective business associates; and</li> <li>• details of the Employer's financial and operating structure, processes and results;</li> <li>• data, trade secrets, copyrights, other intellectual property and know-how and any other information of a confidential nature concerning the business affairs of the Employer and its business associates;</li> <li>• details concerning the organisation, functions, transactions, affairs, consultants or employees of the Employer.</li> </ul>
<b>Devices</b>	means the Employee's personal telecommunication devices, such as cell phones, iPads, laptop computers and the like
<b>Resources</b>	includes the Employer's servers, computers, printers, telefax machines, telephones, cellular telephones, iPads, postal services, e-mail facilities and internet facilities and the like
<b>YES</b>	Youth Employment Service ("RF") NPC (2017/267641/08)

