



## CONTRACT OF EMPLOYMENT

Dear Shadrack Danford  
Dar es Salaam.  
Mobile phone: +255765262285  
Email: shadrackdanford@gmail.com

Date: 14<sup>th</sup> December 2021

The management of **AZAMPAY TANZANIA LIMITED** wishes to inform you that you have successfully passed all interviews to qualify for appointment to join the company in the post of **BUSINESS DEVELOPMENT MANAGER**

### 1. APPOINTMENT

Your appointment commences on **10<sup>th</sup> January 2022** and you will be under probation for a period of six months.

### 2. PERFORMANCE

Your performance will be assessed each year. The results of your annual performance review will be the governing factor of continuing with your services for the next period or not.

### 3. EMPLOYMENT

You will be based in Dar es Salaam, employed by **AzamPay (T) Limited**. During your employment with the company, the company may, at its sole discretion, transfer you to any other place within BAKHRESA GROUP or assign duties with respect to your capability and profession.

### 4. DURATION OF EMPLOYMENT AND COMMENCEMENT

Your employment is for a fixed period of two (2) year with effect from **10<sup>th</sup> January 2022 to 09<sup>th</sup> January 2024**. This period may be extended subject to mutual agreement between yourself and the company.

No notice will be issued in the event either party to this agreement does not wish to renew this contract as the expiry date mentioned in this contract serve as an automatic notice of expiry of the contract.

### 5. REMUNERATION.

**6.** So long as the employee shall duly perform and observe the obligations on his part herein contained and his engagement with the Company shall continue, the Company shall pay him as remuneration for his service a salary at the following rate; **Tsh 4,171,428.57/=** per month Gross Salary, employee shall receive net amount after deduction of applicable NSSF, PAYE and other deductions applicable from time to time. Net Salary will be **Tsh 2,800,000/=**. Such salary to be payable on the last day of each month. Gross Salary will be revised upwards from time to time based on your merit and performance.

**7. PROBATION**

You will be under probation for a period of six (6) months from the commencement date of this contract. If your services during this period are satisfactory you will be confirmed for the remaining period of the employment contract to the company. If you are not, your services will be terminated during or at the end of the probation period.

**8. MEDICAL**

You will be entitled for medical services through contributory health insurance scheme that will be selected by the company.

**9. COMPENSATION**

In the event you cause damage to the employer, the employer shall deduct the money from your salary or to any of your other entitlements.

**10. LEAVE**

You will be entitled to twenty eight days (28) paid annual leave after working consecutively for a period of 12 months.

**11. SICK LEAVE**

You will be entitled for a sick leave in accordance to law and after the recommendation from registered medical practitioner or the company accredited doctor.

**12. MATERNITY LEAVE/PATERNITY**

You will have the right to maternity/paternity leave after every three years (3) during your employment contract

**13. NOTICE**

During your employment contract with the employer, the employer will be entitled to terminate your services by assigning the reason of doing so, by giving you one month notice in writing or by payment of one month salary in lieu of such notice. In the event of your desiring to terminate the contract period with employer, you shall give the employer one month notice in writing or one month salary in lieu of such notice.



#### 14. CODE OF GOOD CONDUCTS

You will be subject to the company's rules and regulations which are posted at all common places in your work station.

#### 15. OTHER RIGHTS AND OBLIGATIONS

All other rights and obligations which the employer or the employee has in according to any law that are applicable in the country of jurisdiction of this contract are recognized and form part of this contract.

#### 16. DUTY OF CONFIDENTIALITY

You shall not, in the ordinary course of your employment, disclose to any person any information as to the practice, business dealings or affairs of the employer or any of its customers, or as to any other matters which may come to your knowledge by reasons of or during the course of your employment as aforesaid.

#### 17. PUBLIC IMAGE

You shall at all times protect the image and financial viability of the company. In particular, you shall conduct yourself in a manner that enhances the good name of the employer and desist from doing of anything that may or is likely to cause financial loss or lower reputation of the company.

#### 18. PUBLIC STATEMENTS

You will not make public statements on behalf of the employer without the approval of the Managing Director of AZAMPAY (T) LTD who is the spokesman of the employer.

#### 19. BREACH OF TERMS AND CONDITIONS

A breach of any of the terms herewith together with the breach of the code of good conduct and any other applicable law, will entitle the Company to terminate your employment.

If the foregoing terms and conditions are acceptable to you, please sign this contract.

Name: SHADRACK DANFORD KAMENYA Signature: Kamenya

Date: 14/12/2021

For: AZAMPAY TANZANIA LTD.

Name: FIRAS AHMAD

TITLE: MANAGING DIRECTOR

Signature: [Signature] DATE: 14/12/2021