

TERMS AND CONDITIONS OF SERVICE

Document Reference: MCN-TC-test001-20260117

Effective Date: 17 January 2026

IMPORTANT NOTICE: This is a legally binding agreement between Marshal Core Nigeria Limited (hereinafter referred to as 'the Company') and the Officer/Applicant (hereinafter referred to as 'the Officer'). Please read carefully before accepting.

1. PARTIES TO THE AGREEMENT

1.1 The Company: Marshal Core Nigeria Limited, a private security company duly registered under the laws of the Federal Republic of Nigeria with RC Number: 1234567, having its principal office at 123 Security Plaza, Central Business District, Abuja, Nigeria.

1.2 The Officer: Test Officer, with National Identification Number: 12345678901, residing at 123 Test Street, Abuja, Nigeria.

2. APPOINTMENT AND DUTIES

2.1 Appointment: The Officer is hereby appointed as Security Officer in the Field Operations department, subject to the terms and conditions herein.

2.2 Duties: The Officer shall perform all duties assigned by the Company including but not limited to security services, patrol duties, client protection, and any other lawful instructions from authorized supervisors.

2.3 Code of Conduct: The Officer shall at all times maintain the highest standards of professionalism, integrity, and discipline as outlined in the Company's Code of Conduct Manual.

3. TERM AND TERMINATION

3.1 Term: This agreement shall commence on 17 January 2026 and continue until terminated in accordance with these terms.

3.2 Termination for Cause: The Company may immediately terminate this agreement for:

- Criminal conduct or conviction
- Gross misconduct or negligence
- Violation of company policies
- Unauthorized disclosure of confidential information
- Failure to perform assigned duties
- Absence without leave for more than 3 consecutive days

4. LEGAL CONSEQUENCES OF MISCONDUCT

WARNING: Any breach of these terms may result in:

- Immediate termination of employment
- Forfeiture of all benefits and entitlements
- Legal prosecution in accordance with Nigerian laws
- Civil liability for damages caused
- Criminal charges where applicable
- Court proceedings and possible imprisonment
- Financial penalties and compensation payments

5. CONFIDENTIALITY

5.1 Confidential Information: The Officer shall not disclose any confidential information about the Company, its clients, or operations during or after employment.

5.2 Non-Disclosure: This obligation continues for 5 years after termination of employment.

ACCEPTANCE AND SIGNATURE

I, **Test Officer**, hereby acknowledge that I have read, understood, and agree to be bound by all the terms and conditions stated in this document.

Signature of Officer:

Date: 17 January 2026

For Marshal Core Nigeria Limited:

Name: _____

Title: _____

Date: 17 January 2026

Company Stamp: