**EMPLOYMENT CONTRACT**

This Employment Contract is made and entered on \_\_\_\_\_\_\_\_\_\_ , by and between \_\_\_\_\_\_\_\_\_\_and IRADUKUNDA Parfait Chalon, an individual residing at District: Gasabo, Sector: Bumbogo, Cell: Ngara, Village: Birembo, born on April 20, 2004.

**RECITALS**

WHEREAS, the Employer is engaged in laboratory services

The Employer desires to employ the Employee in the position of Laboratory Worker in Charge of Chemical Production, and the Employee desires to accept such employment under the terms and conditions set forth herein;

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

**1. POSITION AND DUTIES**

1.1 The Employer gives a job to an Employee, and the Employee accepts employment, in the position of Laboratory Worker in Charge of Chemical Production.

1.2 The Employee's duties shall include, but not be limited to:

* Overseeing and managing chemical production processes in the laboratory.
* Ensuring compliance with safety protocols, quality standards, and regulatory requirements.
* Conducting laboratory tests, experiments, and analyses as required.
* Maintaining laboratory equipment and inventory.
* Preparing reports on production activities and outcomes.
* Any other related duties as assigned by the Employer from time to time.

1.3 The Employee agrees to perform all duties diligently, professionally, and to the best of their ability, in accordance with the Employer's policies, procedures, and applicable laws.

**2. TERM OF EMPLOYMENT**

2.1 **Note:** The first month of employment will be dedicated to training. The decision regarding whether this training period will be paid or unpaid will be mutually discussed and agreed upon by the Employer and Employee prior to the Effective Date.

**3. WORK SCHEDULE AND LOCATION**

3.1 The Employee's standard working hours shall be from 8:00 AM to 4:00 PM, Monday through Friday, unless otherwise agreed upon in writing by the Employer.

3.2 The Employee may be required to work additional hours as necessary to fulfill job responsibilities, subject to applicable labor laws regarding overtime.

3.3 The place of work shall be at the Employer's laboratory facility located at Karugira Cell, Sector Gikondo, Kicukiro District. The Employee may be required to travel or work at other locations as directed by the Employer.

***3.4 The Employer shall provide breakfast and lunch for the Employee during working hours, to be consumed at the workplace, as part of the employment benefits.***

**4. COMPENSATION AND BENEFITS**

4.1 The Employee shall be paid a monthly salary of 200,000 Rwandan Francs (RWF), payable on the last working day of each month, commencing after the training period, subject to the agreement on payment for the first month.

***4.2 The Employer shall cover the cost of health insurance for the Employee, with details of the insurance plan to be provided in a separate policy document.***

4.5 The Employer reserves the right to review and adjust the salary annually based on performance evaluations and company policy.

**5. EMPLOYEE OBLIGATIONS**

5.1 The Employee agrees to:

* Comply with all Employer policies, rules, and regulations.
* Maintain confidentiality of the Employer's proprietary information, trade secrets, and client data during and after employment.
* Devote full time and attention to the Employer's business during working hours.
* Not engage in any competing business or employment without the Employer's prior written consent.

5.2 The Employee shall adhere to all health, safety, and environmental standards in the laboratory, including proper use of protective equipment and handling of chemicals.

5.3 The Employee shall provide contact details for official communication: Email: [iradukundaparfait0120@gmail.com](mailto:iradukundaparfait0120@gmail.com), WhatsApp: +250785213118, Telephone: +250735216551, and ID No: 1200480046498075.

**6. CONFIDENTIALITY AND NON-COMPETE**

6.1 The Employee agrees not to disclose any confidential information obtained during employment to third parties without the Employer's written consent.

6.2 For a period of 12 months after termination, the Employee shall not engage in any competing business within Rwanda that directly competes with the Employer's chemical production activities, unless otherwise agreed.

6.3 Breach of this section may result in legal action, including injunctions and damages.

**7. TERMINATION**

7.1 This Contract may be terminated:

* By mutual agreement in writing.
* By either party with 30 days' written notice during the probationary period, or 60 days' notice thereafter, unless otherwise required by law.
* Immediately by the Employer for cause, including misconduct, breach of contract, or poor performance.
* By the Employee for cause, such as non-payment of salary or unsafe working conditions, with 15 days' notice.

7.2 Upon termination, the Employee shall return all Employer property and settle any outstanding obligations.

**8. GOVERNING LAW AND DISPUTE RESOLUTION**

8.1 This Contract shall be governed by and construed in accordance with the laws of the Republic of Rwanda.

8.2 Any disputes arising out of or in connection with this Contract shall be resolved amicably through negotiation.

**9. ENTIRE AGREEMENT**

9.1 This Contract constitutes the entire agreement between the parties and supersedes all prior agreements, understandings, or representations.

9.2 Any amendments must be in writing and signed by both parties.

**10. SEVERABILITY**

10.1 If any provision of this Contract is held invalid or unenforceable, the remaining provisions shall remain in full force and effect.

**11. FORCE MAJEURE**

11.1 Neither party shall be liable for failure to perform obligations due to events beyond their control, such as natural disasters, war, or government actions.

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

**Employer:**

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: [Employer's Representative Name]

Title: [Title]

Date: \_\_\_\_\_\_\_\_\_\_

**Employee:**

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: IRADUKUNDA Parfait Chalon

Date: \_\_\_\_\_\_\_\_\_\_

**Witness (if required):**

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: [Witness Name]

Date: \_\_\_\_\_\_\_\_\_\_