S&S VISION TECHNOLOGIES LIMITED EMPLOYMENT AGREEMENT

MOBILE APP DEVELOPER

AGREEMENT REFERENCE: _____

DATE: _____

1. PARTIES

This Employment Agreement ("Agreement") is made between:

EMPLOYER:

S&S VISION TECHNOLOGIES LIMITED

Address: _____

Email: _____

Telephone: _____

AND

EMPLOYEE:

Name: _____

Address: _____

Telephone: _____

Email: _____

National ID/Passport No.: _____

2. APPOINTMENT AND ROLE

S&S VISION TECHNOLOGIES LIMITED hereby appoints the Employee as a Mobile App Developer.

The Employee agrees to perform the duties and responsibilities assigned to the position and to work professionally, diligently, and in the best interests of S&S VISION TECHNOLOGIES LIMITED.

The Employee will primarily be responsible for designing, developing, maintaining, testing, and improving mobile applications developed and operated by S&S VISION TECHNOLOGIES LIMITED, including applications associated with the EduPulse Education Platform.

3. PRIMARY RESPONSIBILITIES

The Employee's responsibilities shall include, but are not limited to:

- Designing and developing mobile applications for Android and iOS platforms.
- Developing and maintaining mobile application features and functionality.
- Integrating mobile applications with backend APIs and services.
- Working closely with the backend development team to ensure reliable communication between mobile applications and backend systems.
- Implementing user authentication, authorization, notifications, and other application services.
- Developing user interfaces based on approved designs and product requirements.
- Testing applications and identifying and resolving bugs and technical issues.
- Improving application performance, stability, security, and usability.
- Integrating approved third-party services and APIs.
- Preparing applications for testing, deployment, and release.
- Maintaining appropriate technical documentation for mobile applications.
- Supporting application updates, maintenance, and troubleshooting after deployment.
- Participating in product planning, development, testing, and implementation.
- Working with designers, backend developers, management, and other team members where necessary.
- Performing other reasonable technical duties related to the Employee's role as assigned by the Company.

4. TECHNOLOGY STACK

The Employee is expected to work primarily with technologies relevant to the Company's mobile applications, including:

- Flutter
- Dart
- Android
- iOS
- REST APIs
- JSON
- Git/version control
- Push notifications
- Mobile application authentication
- Third-party API integrations
- Other technologies reasonably required by the Company

The Company may change or expand the technology stack depending on product and business requirements.

5. WORKING HOURS

The Employee shall work eight (8) hours per day, on the working days established by the Company.

The Employee is expected to be punctual, available during agreed working hours, and responsive to reasonable work-related communication.

Where additional working hours are reasonably required due to urgent application issues, releases, deployments, deadlines, or other business requirements, the Employee shall cooperate with the Company in accordance with applicable employment requirements and Company policy.

6. SALARY AND PAYMENT

The Employee shall receive a salary of:

UGX _____ per month.

Salary shall be paid according to the Company's normal payroll schedule and subject to applicable statutory deductions.

Any additional benefits, allowances, or incentives shall be as separately agreed in writing between the Company and the Employee.

7. CONFIDENTIALITY

During employment, the Employee may have access to confidential information belonging to S&S VISION TECHNOLOGIES LIMITED, its clients, schools, users, partners, and suppliers.

Confidential information includes, but is not limited to:

- Mobile application source code
- Application architecture
- API endpoints and documentation
- Database and system information
- Passwords and credentials
- Developer accounts and publishing accounts
- Security configurations
- Student, parent, teacher, and school information
- Business and financial information
- Product plans and development roadmaps
- UI/UX designs and product specifications
- Technical documentation
- Internal systems and processes
- Any other information that is not publicly available

The Employee shall not disclose, copy, misuse, distribute, or provide confidential information to any unauthorized person or organization.

The Employee shall take reasonable steps to protect all confidential information accessed during employment.

These confidentiality obligations shall continue after the Employee leaves the Company.

8. INTELLECTUAL PROPERTY

All mobile applications, source code, application components, interfaces, designs created specifically for the Company's applications, scripts, configurations, documentation, developments, improvements, and other work created by the Employee in the course of employment or using Company resources shall belong to S&S VISION TECHNOLOGIES LIMITED, subject to applicable law.

The Employee agrees to properly hand over all source code, project files, credentials, documentation, application builds, and other Company materials upon request and upon termination of employment.

The Employee shall not use Company-owned software, source code, designs, credentials, or other proprietary materials for personal or third-party purposes without written authorization from the Company.

9. COMPANY SYSTEMS AND DEVELOPER ACCOUNTS

The Employee shall use Company systems, development environments, repositories, developer accounts, application publishing accounts, credentials, and other resources responsibly and only for authorized purposes.

The Employee shall:

- Keep passwords, API keys, tokens, certificates, and credentials confidential.
- Not share developer or publishing account credentials with unauthorized persons.
- Follow reasonable security procedures established by the Company.
- Immediately report suspected security breaches, unauthorized access, data loss, or other serious incidents.
- Not intentionally introduce malicious code, unauthorized software, or security vulnerabilities into Company applications.
- Maintain proper version control and ensure Company code is stored in approved repositories.
- Return or surrender access to Company systems and developer accounts when requested by the Company or upon termination of employment.

10. APPLICATION QUALITY AND PERFORMANCE

The Employee shall make reasonable efforts to ensure that applications developed for the Company are:

- Functional and reliable.
- Secure.
- Responsive and reasonably optimized.
- Compatible with supported devices and operating systems.
- Properly tested before release.
- Maintained according to approved development standards.

The Employee shall promptly communicate major technical issues, bugs, security concerns, or development risks to the appropriate Company representative.

11. PERFORMANCE AND PROFESSIONAL CONDUCT

The Employee shall perform duties with reasonable skill, care, professionalism, and diligence.

The Employee shall:

- Meet agreed development deadlines where reasonably possible.
- Follow established coding and development practices.
- Maintain proper version control and documentation.
- Test work before deployment.
- Communicate technical issues promptly.
- Cooperate with other members of the Company.
- Protect Company property and information.
- Follow reasonable instructions issued by management.

12. OUTSIDE WORK AND CONFLICTS OF INTEREST

The Employee shall not undertake outside work, contracts, or activities that:

- Conflict with the interests of S&S VISION TECHNOLOGIES LIMITED;
- Interfere materially with the Employee's duties;
- Involve unauthorized use of Company resources or confidential information; or
- Involve developing or providing substantially competing products or services using Company confidential information or resources.

The Employee shall disclose any actual or potential conflict of interest to the Company.

13. LEAVE AND ABSENCE

The Employee shall be entitled to leave and other employment benefits in accordance with applicable law and the Company's employment policies.

Requests for leave should be submitted through the Company's established procedure and approved where required.

In the event of absence due to illness, emergency, or another legitimate reason, the Employee shall notify the Company as soon as reasonably possible.

14. TERMINATION

Either party may terminate this Agreement in accordance with the applicable employment laws and the terms of this Agreement.

The Company may take disciplinary action, including termination where appropriate, in cases involving serious misconduct, serious breach of confidentiality, unauthorized access to systems, theft or misuse of Company property, deliberate damage to applications or systems, or other serious violations of employment obligations, subject to applicable law and due process.

Upon termination, the Employee shall immediately or within the period specified by the Company:

- Return Company property.
- Return or surrender Company credentials and access.
- Hand over all source code and unfinished work.
- Hand over application builds and project files.
- Provide relevant technical documentation.
- Return confidential information.
- Cease unauthorized use of Company intellectual property and systems.

15. CONTINUING OBLIGATIONS

The Employee's obligations concerning confidentiality, protection of Company information, intellectual property, and unauthorized use of Company systems shall continue after termination of employment to the extent permitted by applicable law.

16. GOVERNING LAW

This Agreement shall be governed by and interpreted in accordance with the laws of the Republic of Uganda.

17. ENTIRE AGREEMENT AND AMENDMENTS

This Agreement constitutes the understanding between S&S VISION TECHNOLOGIES LIMITED and the Employee concerning the Employee's employment in the stated position.

Any amendment or change to this Agreement shall be made in writing and agreed by both parties.

18. ACCEPTANCE

By signing below, both parties confirm that they have read, understood, and agreed to the terms and conditions of this Employment Agreement.

FOR S&S VISION TECHNOLOGIES LIMITED	EMPLOYEE
Name: _____	Name: _____
Position: _____	Signature: _____
Signature: _____	Date: _____
Date: _____	Agreement Reference: _____