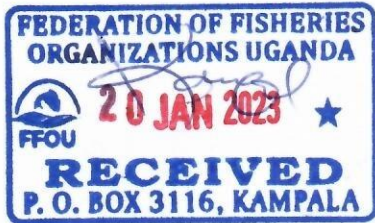


MEMORANDUM OF UNDERSTANDING

BETWEEN



FEDERATION OF FISHERIES ORGANIZATIONS UGANDA

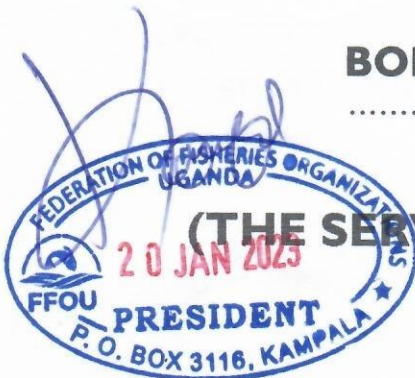
Bwengerere, Kampala-Jinja Road, Wabyona Plaza, Plot 1601. P.O.BOX 3116.

(FIRST PARTY)

AND

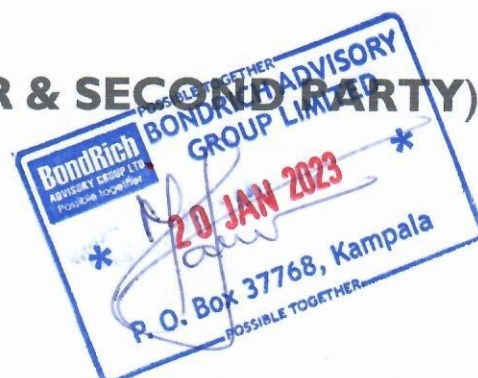


BONDRICH ADVISORY GROUP LTD



(THE SERVICE PROVIDER & SECOND PARTY)

A handwritten signature in blue ink, appearing to be 'WAB...', located below the circular stamp.



MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING is made on this _____ of _____ 2023 between the **FEDERATION OF FISHERIES ORGANIZATIONS UGANDA (FFOU)** herein referred as the FIRST PARTY and **BONDRICH ADVISORY GROUP LTD** herein referred as the second party.

The FIRST PARTY is the Federation of Fisheries Organizations Uganda (FFOU) established in 2016 with a mission of promoting sustainable and responsible fishing in Uganda. The Federation is a legal entity, recognized by MAAIF and donor community. FFOU is a Non-profit making, Nonpartisan body with a major goal of promoting the fisheries sector in Uganda.

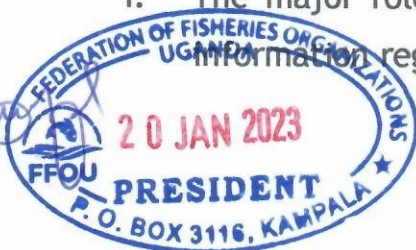
The SECOND PARTY is **Bondrich Advisory Group Ltd** Reg. No. 80020003121841 and Tin. No: 1018571504 an established Human Resource and Management Consulting Firm with great experience in the provision of human resource management consulting and training solutions to private organisations, Government agencies and international organisations. Specifically, the company deals in Human Resource management services including recruitment solutions, training and capacity building solutions, labour outsourcing solutions, salary surveys, job evaluation, OD assessments, Educational Consultancy, business advisory services, Concept and Proposal Development, feasibility studies, midterm and end term reviews, Entrepreneurial Training as well as Digital solutions

WHEREAS FIRST PARTY needs a service provider to recruit, manage and remunerate its staff, the second party is desirous to provide the said services to the First Party.

THE PARTIES HEREOF AGREE ON THE DUTIES OF EACH PARTIES AS FOLLOWS

1. **FEDERATION OF FISHERIES ORGANIZATIONS UGANDA (THE FIRST PARTY).**

- i. The major role of the first party is to provide all the necessary information regarding staffing levels and requirements.



- ii. Supervise the staff as per the organization assignments.
- iii. Conduct staff appraisal regarding the staff performance.
- iv. Make all payments to the service provider.

BONDRICH ADVISORY GROUP LTD

- i. Recruit FFOU Staff.
- ii. Make monthly payments to FFOU staff.
- iii. Conduct orientation and training of FFOU staff.
- iv. Enforce compliance of the statutory requirements including remittance of Pay as You and NSSF.
- v. Conduct staff appraisal.
- vi. Offer Human Resource Function support to FFOU.
- vii. Conduct Monitoring and Evaluation of FFOU programs.

LAW GOVERNING THE MEMORANDUM

The memorandum of understanding is construed under the laws of Uganda that govern documents and any miss handling the issues herein agreed, applicable laws shall apply.

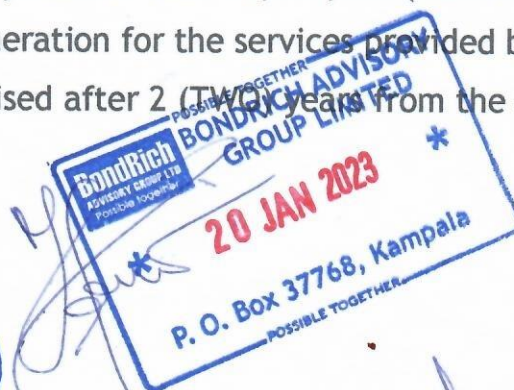
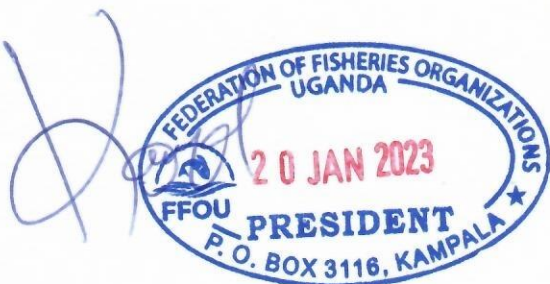
LIABILITY

The first party is responsible for any kind of liability arising from failure to meet the agreed payments to the FFOU staff or any other benefits that FFOU fail to avail to both its staff and the service provider.

TERMS OF PAYMENT

The First party shall make payment of UGX 11,000,000 (Eleven million shillings) to the Second Party as remuneration for the services provided by the said party.

The said amount shall be revised after 2 (Two) years from the date of signing.



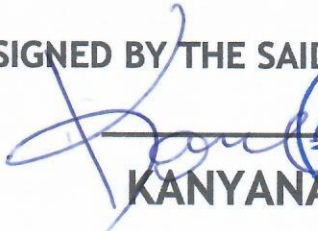
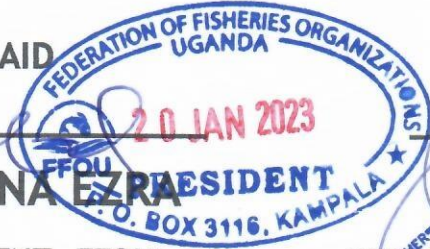
DURATION

This Memorandum of Understanding shall be in force for the period of 5 years from the period of signing and shall become effective upon signature by the authorized officials representing the two parties.

WITNESS

Whereof the parties hereto have appended their respective hands in the month and the year first above written.

SIGNED BY THE SAID



KANYANA EZRA

(PRESIDENT - FFOU)


MANABI GILBERT

(CEO - BONDRICH ADVISORY GROUP LTD)


BONDRICH ADVISORY GROUP LIMITED
P. O. Box 37768, Kampala

IN WITNESS TO THE ABOVE:


NANGOMA SALAMA

(EXECUTIVE DIRECTOR - FFOU)


DIRECTOR FINANCE - BONDRICH ADVISORY GROUP LTD)