**Labour Contract**

This Labour contract Agreement (“Contract”) has been concluded between [**ABSVETPRO**] (“Company”) and [**Ali GÜL**] (“Employee”) residing in **[ Gölbaşı**] and becomes effective as of [**01.10.2019].**

The Company and the Employee (collectively the “Parties” and separately the “Party”) have agreed on the terms and conditions agreed below.

**1.Duration**

This Contract is for an indefinite period starting from [**01.10.2019**] date (“Starting Date”).

**2. Trial Period**

The trial period is two months.

**3. Workplace**

The workplace of the employee is the ABSVETPRO Company's warehouse. The employee agrees to work in other branches or offices of the Company in Turkey and abroad.

**4. Duties of the Employee**

The employee is assigned with [**technical staff in warehouse].** The employee is responsible for fulfilling the tasks assigned by the ABSVETPRO Company in accordance with these duties.

**5. Fees and Additional Rights**

5.1 The monthly gross wage of the Employee is [**5000**] TL. Payment is made once a month and until the last day of the month at the latest. Unless expressly and in writing requested by the ABSVETPRO Company, the Employee will not be paid for overtime work.

5.2 The ABSVETPRO Company may make premium payments to the Employee from time to time, at its absolute discretion. All decisions regarding the premium payment, such as the conditions for entitlement to premium payment, the amount of the premium and the frequency of its payment, are within the absolute jurisdiction of the ABSVETPRO Company. The company may defer or completely cancel the premium payments partially or completely. The ABSVETPRO Company's payment of premiums at any time is not binding on the ABSVETPRO Company and is not considered a vested interest for the Employee.

**6. Working Time**

6.1 The weekly working time is forty-five (45) hours. Weekly and daily working hours will be determined by the ABSVETPRO Company according to the needs of the business and the workplace.

6.2 The Employee declares in advance to work on weekly holidays and public holidays when ABSVETPRO Company business so requires.

**7. Annual Holiday (Day-off)**

The annual day-off of the employee is subject to the provisions of the Labor Law No. 4857. The date of annual holiday will be determined by taking into account the works of the ABSVETPRO Company. Regarding the leave time, it is necessary to reach an agreement with the ABSVETPRO Company.

**8. Prohibition of Competition**

8.1 The employee cannot take on paid or unpaid duties or be a direct or indirect partner in companies in Turkey that are competitors with the ABSVETPRO Company or operate in the same or similar field with the ABSVETPRO Company during the term of the Agreement and for one year following the expiry of the Agreement. or on its own or anyone else's behalf, establish or run any business that would compete with the ABSVETPRO Company.

8.2 If the Employee violates this provision, the Employee shall be liable to pay the Company a penalty fee of six times the final monthly gross wage for each violation. The employer reserves the right to demand the excess amount by proving that the damage incurred exceeds this amount.

**9. Obligation of Confidentiality**

9.1 The Employee shall keep confidential information about the Company's relations and activities for an unlimited period of time during and after the termination of this Agreement, and not to disclose confidential information to third parties without the Company's prior written consent, during and after the termination of the Agreement. is obliged to prevent the information from being learned by third parties.

9.2 The employee undertakes not to record any information about his job anywhere other than the computers and recording devices given to him by the Company. In addition, the Employee is obliged to immediately and completely return all documents, regulations, informational letters and other similar documents of the company to the Company immediately after the termination of the Employment Contract.

9.3 The ABSVETPRO Company has the right to demand compensation from the Employee for any damages arising from the Employee's violation of the obligations listed in articles 9.1 and 9.2.

**10. Intellectual Property Rights**

10.1 Intellectual property (intellectual property (intellectual property, all kinds of systems, business processes, inventions, software) created by the employee, either alone or together with others, in the workplace or anywhere else, during his/her employment at the ABSVETPRO Company and which must belong to the Company in accordance with the applicable legislation. , discovery, method, know-how, products, formulas, all designs subject to copyright and trademark rights) The employee is obliged to promptly notify the ABSVETPRO Company in writing of any intellectual property produced. In addition, the Employee is obliged to support the ABSVETPRO Company in the protection and registration of intellectual property.

10.2 The Employee acknowledges that he/she is not authorized to receive additional payment for the creation or production of the intellectual property and such payment is already included in his/her remuneration. Even if the fee or other payment made by the ABSVETPRO Company to the Employee for the work from the Company is clearly disproportionate to the gain arising from the use of that work and from the value of the work, additional appropriate is not entitled to demand a payment. In addition, the ABSVETPRO Company has the authority to transfer the right to use copyrights on the work of the Employee, as well as on the work that has not yet been completed, to third parties without the consent of the Employee, who is the creator of the work or the work that has not yet been completed.

**11. Termination**

In case the contract is terminated, the termination periods in the Labor Law no. 4857 are valid.

12. Final Provisions

12.1 Disputes related to this Labor Agreement will be resolved in accordance with the laws of the Republic of Turkey. Ankara Courts and Enforcement Offices are authorized.

12.2 The parties declare their addresses written in this contract as valid notification address. In the event that one party does not inform the other party immediately and in writing about a possible change of address, the notification made to the address specified in the contract within this period shall be valid.

12.3 This Labor Contract is signed in two copies, one for the Employee and the ABSVETPRO Company.