

PARTIES

EMPLOYEE FULL LEGAL NAME

START DATE / DATE OF AGREEMENT

This Agreement is between the employee named above ("Employee") and Sanitation Bros INC ("Employer"), London, Ontario.

1 — CONFIDENTIAL INFORMATION

"Confidential Information" means any information disclosed by Sanitation Bros INC to the Employee, including: client lists, client contact details, pricing, service contracts, supplier relationships, proprietary sanitation methods and protocols, business strategies, financial information, operational procedures, employee records, and any other information marked as confidential or that a reasonable person would understand to be confidential.

2 — EMPLOYEE OBLIGATIONS (INITIAL EACH ITEM)

- I will not disclose any Confidential Information to any third party without prior written
- I will use Confidential Information only to perform my job duties and will not use it for
- I will take all reasonable measures to protect Confidential Information from unauthorized
- I will notify Sanitation Bros INC immediately of any actual or suspected unauthorized use
- Upon termination, I will immediately return all materials containing Confidential Informat

3 — DURATION

These obligations apply throughout employment and continue for 2 years after termination of employment, for any reason.
This Agreement covers all forms of Confidential Information: verbal, written, electronic, or by any other means.

4 — EXCEPTIONS

- Information already in the public domain through no fault of the Employee.
- Information the Employee is required to disclose by applicable law or court order (with prior written notice to Employer).
- Information the Employee can demonstrate was independently known prior to employment.

5 — SOCIAL MEDIA & ONLINE CONDUCT

- I will not post or share any Confidential Information, client details, or proprietary meth
- I will not make disparaging, false, or defamatory statements about Sanitation Bros INC, it
- Violations of this section may constitute just cause for immediate termination under the O

6 — GOVERNING LAW & REMEDIES

The Employee acknowledges that breach may cause irreparable harm and that Sanitation Bros INC shall be entitled to seek injunctive relief and any other available legal remedy. This Agreement is governed by the laws of the Province of Ontario and applicable federal laws of Canada.

SIGNATURES

By signing below both parties agree to the terms of this Confidentiality Agreement.

EMPLOYEE SIGNATURE

DATE (MM/DD/YYYY)

EMPLOYEE — PRINT FULL NAME

EMPLOYER / AUTHORIZED SIGNATORY

DATE (MM/DD/YYYY)

NAME & TITLE — PRINT

Ahmad Alkhalaf — Head Manager of Operations, Sanitation Bros INC, London, Ontario