

**INDUFOR/SAVCOR 2007 (Finlande) : Projet CE 6309 Evaluation de l'impact des mesures potentielles susceptibles d'empêcher l'importation ou la mise sur le marché des bois de provenance illégale ou de produits dérivés : cas du Gabon (Commission Européenne DGE)**



7. Timing

The Consultant's engagement will commence on 15 October 2007 and be completed no later than 15 of December 2007.

8. Legal obligations

The Consultant agrees to obey all laws and regulations in effect in the country of assignment. In the case of severe violation of any such rules, which may cause Indufor client to request termination of the Consultant's engagement, this contract shall lapse at the date of such termination.

9. Professional standards

The Consultant agrees to abide by the customary standards of the consulting profession. During the period of the contract the Consultant will devote his/her whole time and attention to the performance of the assignment and act with due diligence and efficiency and in accordance with the services outlined in this contract. The Consultant will refrain from making any public statements regarding the project of assignment without the prior approval of Savcor Indufor. All reports, notes, specifications, statistics and plans he/she compiles in the performance of the assignment shall be the property of Savcor Indufor and may not be used for any purposes unrelated to the assignment without the prior approval of Savcor Indufor.

10. Insurance

The Consultant will be responsible for his/her travel, health and life insurance as well as insurance against third parties. Savcor Indufor is not liable for any claims arising from the lack of adequate insurance cover by the Consultant.

11. Workplace health and safety

The Consultant is required to adhere to any rules or specific regulations relating to health and safety at work issued by Indufor, and any such regulations in force in premises visited engaged on assignments under this contract.

12. Premature termination of the contract

Both contract parties are entitled to terminate this contract on the condition that the notice is given three months prior to the termination.

In addition, the contract can be terminated due to external reasons not depending on the contract parties, i.e. termination of the project due to political or natural instability, due to gross negligence of duties by the employee or due to request by the Client to terminate the Consultant's work in the project. In this case the notice is given 14 days prior to termination.

13. Disabilities

By accepting this contract the Consultant assures that he/she is in good health and not subject to any physical or mental disability, which may interfere with his/her performance of the services, outlined here. If at any time during the engagement, whether for reasons of health or otherwise, the Consultant fails to perform or complete the assignment in an adequate manner, Savcor Indufor reserves the right to terminate this contract or to limit payments in respect of remuneration as provided for under clause 3.

14. Confidentiality

18.1 The Consultant will observe complete secrecy and the strictest confidence with regard to the following items which may come to his/her knowledge in the course of performing the services and the Consultant will not impart to any person or body any information relating thereto (except to persons within Savcor Savcor Indufor to whom it is necessary to pass such information during the course of your work), unless he/she is authorized in writing to do so by or on behalf of Savcor Indufor:

- (a) all the work in which the Consultant is involved in with Savcor Savcor Indufor
- (b) the affairs of Savcor Indufor
- (c) the affairs of its clients; and
- (d) the affairs of any third party



- 18.2 The Consultant will not, without the written consent of Savcor Indufor, remove documents belonging to Savcor Indufor, its clients or any third party from the premises where the Consultant is working, unless this is a requirement of the services. Upon termination of this contract and/or the Consultant will hand all such papers to Savcor Indufor.
- 18.3 The Consultant will not, without the written consent of Savcor Indufor, disclose to any client or third party any systems, methods, process, ideas, specifications, data, know-how, drawings, facts, figures or other information of whatsoever nature which shall become known to the Consultant in the course of or arising out of the work for Savcor Indufor, except where such information was in the public domain, and the Consultant will at all times keep the same in strict confidence and take all reasonable steps necessary to ensure that the same is not disclosed by other employees or sub-contractors of Savcor Indufor.
- 18.4 Any interventions, discoveries or improvements in systems, methods and processes the Consultant makes in the course of this contract, shall be disclosed to Savcor Indufor forthwith and shall belong to and be the absolute property of Savcor Indufor or the clients to whom we are contracted.
- 18.5 The Consultant will accept that the above provisions and the applications of confidence imposed on him will continue to be binding notwithstanding the termination of this contract with Savcor Indufor, howsoever such termination shall occur. The Consultant will accept that if he discloses Savcor Indufor's information he shall be subject to summary dismissal.

15. Conflicts of Interest

As part of the terms of this contract you confirm that:

- 19.1 Neither the Consultant nor any close associates or relatives of the Consultant have any interests in organisations, whether there be suppliers of goods and/or services to Savcor Indufor or any enterprises which has a business relationship with Savcor Indufor, which might constitute a conflict of interest.
- 19.2 The Consultant undertakes from this date onward, whilst under contract with Savcor Indufor to inform them if the Consultant's position change in respect of the above declaration.

16. Contract alterations

The terms of this contract shall be altered only by written mutual agreement.

If the foregoing terms and conditions of this contract are acceptable, please sign and return the enclosed copy.

INDUFOR Oy

Consultant

Signature:

Signature:

Name: Olli Haltia  
Position: CEO

Name: Michel Njankouo

Date: 20 December 2007

Date: December 18, 2007