

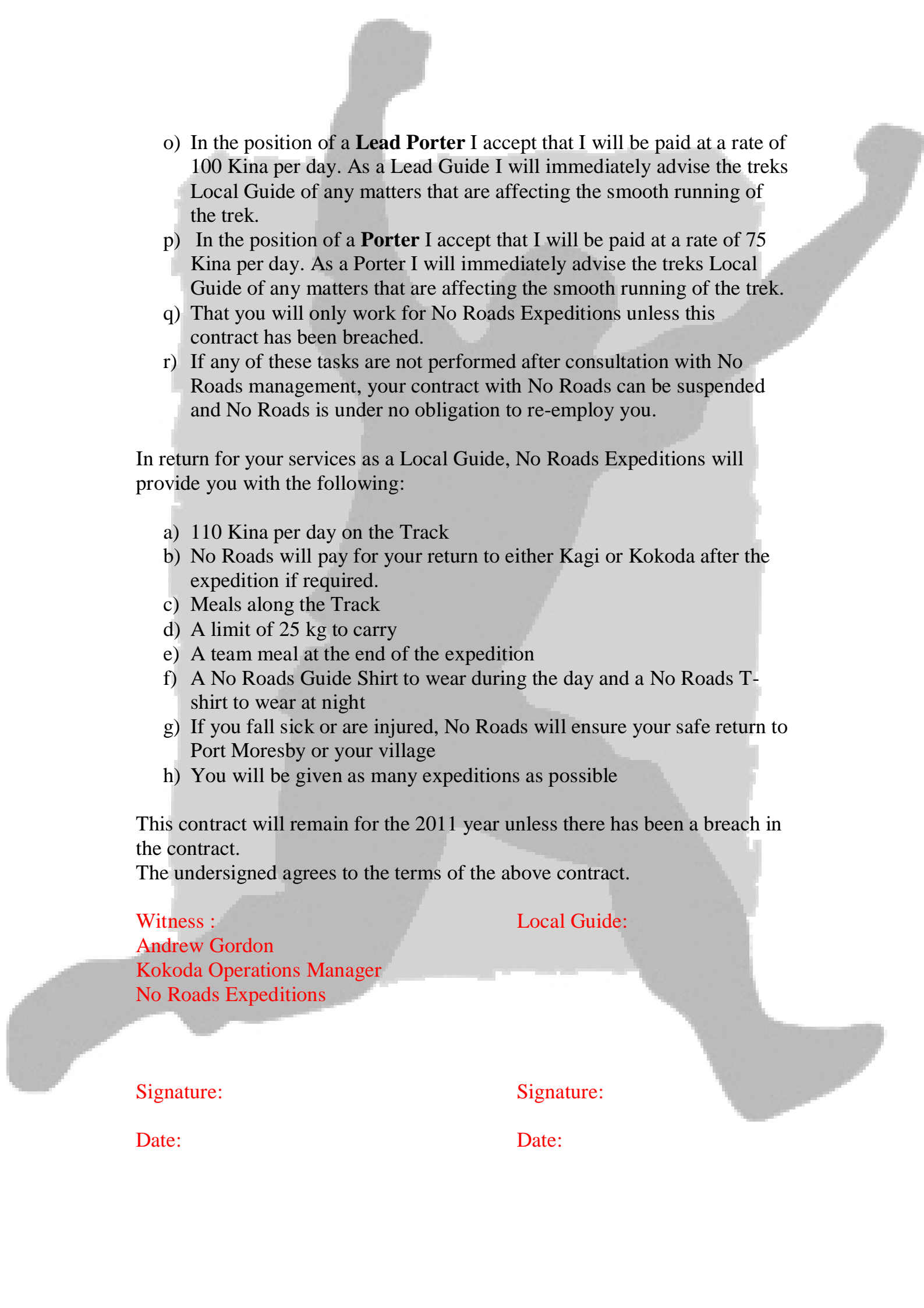
## No Roads Expeditions Pty Ltd

### *Contract for a Local Guide*

This contract binds the undersigned to the agreed terms as follows

The Guide will undertake the following task:

- a) Ensure his local crew are fed well, their health is looked after and they have appropriate equipment
- b) Ensure the safety and well being of clients of No Roads Expeditions
- c) Will ensure that camp crews are sent ahead of the clients to set up camp, get fires made and set up shower tents **before** any No Roads clients arrive at camp
- d) Ensure that all Porters adhere to the No Roads environment policy of **no soap** in rivers, no washing of utensils and cooking pots in rivers and all non-perishable items such as tins and glass are carried off the Track and disposed of in Port Moresby. This includes rubbish from Kokoda
- e) Ensure that all crew handling food, must clean hands with waterless hand cleanser provided by No Roads
- f) Provide a briefing to No Roads clients each night outlining how his team is going, what needs to be done to make things work better and any interesting military history, social history or environment history that he knows
- g) Make sure that his crew understand the River Crossing Procedure at Templeton's 1 and 2, Menari, Brown and Goldie Rivers (if flooded)
- h) Ensure that none of his crew are carrying more than 25kg, all of which is for trek requirements, not personal gear or freight.
- i) Ensure you wear a No Roads T shirt at all times along the Track. One during the day and one during the night.
- j) All No Roads equipment must be returned to No Roads at the end of the expedition
- k) Ensure all his crew have their backpack covers on at all times
- l) Maintain a bank account to receive payment for services
- m) Immediately advise the Australian Guide (if applicable) of any problems that will affect the smooth running of the trip that you cannot solve on your own.
- n) I acknowledge that at times I may be requested to conduct the duties of a **Lead Porter** and also those of a **Porter**. In these cases I am aware that my pay rate will alter from the pay I receive as a Local Guide.

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- o) In the position of a **Lead Porter** I accept that I will be paid at a rate of 100 Kina per day. As a Lead Guide I will immediately advise the treks Local Guide of any matters that are affecting the smooth running of the trek.
  - p) In the position of a **Porter** I accept that I will be paid at a rate of 75 Kina per day. As a Porter I will immediately advise the treks Local Guide of any matters that are affecting the smooth running of the trek.
  - q) That you will only work for No Roads Expeditions unless this contract has been breached.
  - r) If any of these tasks are not performed after consultation with No Roads management, your contract with No Roads can be suspended and No Roads is under no obligation to re-employ you.

In return for your services as a Local Guide, No Roads Expeditions will provide you with the following:

- a) 110 Kina per day on the Track
- b) No Roads will pay for your return to either Kagi or Kokoda after the expedition if required.
- c) Meals along the Track
- d) A limit of 25 kg to carry
- e) A team meal at the end of the expedition
- f) A No Roads Guide Shirt to wear during the day and a No Roads T-shirt to wear at night
- g) If you fall sick or are injured, No Roads will ensure your safe return to Port Moresby or your village
- h) You will be given as many expeditions as possible

This contract will remain for the 2011 year unless there has been a breach in the contract.

The undersigned agrees to the terms of the above contract.

Witness :  
Andrew Gordon  
Kokoda Operations Manager  
No Roads Expeditions

Local Guide:

Signature:

Signature:

Date:

Date: