



**TERMS AND CONDITIONS  
QTC NORDICS APS**

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## TERMS AND CONDITIONS

### The undersigned:

1. **QTC Nordics ApS**, a limited liability company organised under the laws of Denmark, having its corporate seat (*hovedsæde*) and principal place of business at Gammel Kongevej 1 (1610) in København, duly represented by Mr [=] (hereinafter referred to as "**Service Provider**");
2. **[name bold and underlined no capitals]**, a [in case of a A/S or ApS: private] company with limited liability [, organised under the laws of Denmark having its corporate seat (*hovedsæde*) at [place] and its registered office at ([postal code]) [place], [street and number], Denmark (the "**Client**")

hereinafter collectively referred to as the "**Parties**" and individually as "**Party**";

### Whereas:

- A. Service Provider is focused on the execution of services in outsourcing the hiring processes of external Clients and to support and optimise such processes. Service Provider acts as a link between its Clients and the relevant candidate in bringing together supply and demand and/or administrative processing;
- B. In this respect, Service Provider provides a permanent recruitment service in which Service Provider searches for and selects candidates ("**Candidates**") for its Clients, with the intention that such candidates shall be employed by its Clients on its own payroll on a permanent basis, as further described below (the "**Services Permanent**");
- C. In this respect, Service Provider also provides an interim recruitment service in which Service Provider provides its Clients with independent contractors who are willing to temporarily perform contractor services, as further described below (the "**Contractor Services**");
- D. In this respect, Service Provider also provides an interim recruitment service in which Service Provider provides its Clients with interim personnel ("Candidates") through external vendor staffing providers ("Vendor Staffing Providers"), who are willing to temporarily perform (specialist), as further described below (the "**Managed Staffing Provider Services**");
- E. In the matter of its business operations, the Client requires personnel who are willing to perform (specialist) work on a permanent basis and/or personnel who are willing to perform (specialist) work on interim basis, to which end the Client requires the Services Permanent and/or the Contractor Services or the Managed Staffing Provider Services ;
- F. Parties have the explicit intention to enter into a services agreement;
- G. Parties explicitly do not intend to enter into a labour agreement or a temporary agency work agreement. In the event that a temporary agency work agreement is deemed to exist between the Service Provider, the Vendor Staffing Provider and/or the Client, the Client shall be deemed to be the user company, and the Vendor Staffing Provider shall be deemed to be the temporary work agency. Consequently, the Client shall indemnify the Service Provider from any liability or obligation under the temporary agency work rules
- H. Parties wish to enter into a relationship under the terms and conditions as further described in this master service agreement (the "**Agreement**");



**DECLARE TO HAVE AGREED AS FOLLOWS:**

**GENERAL**

**1. DURATION AND TERMINATION**

- 1.1. This Agreement commences on [DATE] and is entered into for an indefinite period of time.
- 1.2. Each of the Parties is entitled to terminate the Agreement by written notification only, subject to a notice period of 1 month, unless otherwise agreed by both Parties.
- 1.3. The Service Provider shall be entitled to immediately terminate this Agreement, without further notice and without being required to reimburse the Client for any damages, if:
  - a. The Client is declared bankrupt, becomes subject to a moratorium of payments, or at such time that an application or request thereto has been filed; or
  - b. After receiving notice of default, the Client fails for a continuous period of 2 weeks to meet its obligations under this Agreement.
- 1.4. Expiration or termination of this Agreement explicitly does not discharge Parties of any obligations accruing prior to such expiration or termination nor from their ensuing obligations with respect to Clause 6 (liability), 7 (confidentiality) and 8 (miscellaneous).

**2. GENERAL PROVISIONS AND SERVICES**

- 2.1. For the sake of clarity, the provisions pertaining to Managed Staffing Provider Services and/or Contractor Services are only applicable if the Client requests such respective services from Service Provider in the matter of its business operations.
- 2.2. Parties explicitly do not intend, nor do they wish, to enter into an employment agreement between the Service Provider and the Client. Parties explicitly attach great importance to the independence of the Service Provider.
- 2.3. The Service Provider guarantees to the Client that it carries out the Managed Staffing Provider Services and Contractor Services correctly, with care and professionalism. The Service Provider shall do everything a good service provider should do and shall work to the best of their ability to promote the interests of the Client as much as possible.

**3. PAYMENT**

- 3.1. All invoices must be paid within fourteen (14) days of the date thereof by the Client, failing which the Client will be in default without any notice being required and the Client shall then be obliged to pay interests with 15 % of the amount due to the Service Provider in accordance with the principles of the Danish Interests Act (*renteloven*).
- 3.2. If overdue invoices are not duly and timely paid, the Service Provider will be entitled to immediately and without further notice terminate this Agreement and any agreement made between Parties thereunder, without Service Provider being held liable for any damage caused by such termination.

**4. CONFIDENTIALLY**

- 4.1. Introductions and information regarding this Agreement and any agreement, addendums, additions and other documents related thereto shall be deemed confidential and shall not be



disclosed by Parties to any other person without the prior written consent of the other Party and in accordance with the applicable Data Protections Laws.

- 4.2. Parties may not disclose or use confidential information of each other for purposes other than those for which it is expressly intended without the prior written consent of the other Party, unless the relevant Party has a statutory obligation of disclosure.
- 4.3. If the Client is aware of the fact that confidential information of the Service Provider is being misused or that confidential information has ended up with individuals for whom that information was not intended, it must immediately notify the Service Provider thereof.

## **5. INTELLECTUAL PROPERTY RIGHTS**

- 5.1. Insofar as the Service Provider (and/or the Contractor or the Candidate) uses services or products subject to intellectual property rights vested in third parties, the Service Provider must do everything reasonably possible to ensure that the Client or its end client obtains the necessary licenses or patents.

## **6. MISCELLANEOUS**

- 6.1. No amendment to this Agreement shall have any force or effect unless it is in writing and signed by the Parties.
- 6.2. Any notice or other communication under or in connection with this Agreement shall be in writing and delivered by hand or sent by facsimile, by courier, or by registered mail to the addresses of the Parties mentioned in this Agreement.
- 6.3. In the event that a provision of this Agreement is null and void or unenforceable (either in whole or in part), the remainder of this Agreement shall continue to be effective to the extent that, given this Agreement's substance and purpose, such remainder is not inextricably related to the null and void or unenforceable provision. The Parties shall make every effort to reach agreement on a new clause which differs as little as possible from the null and void or unenforceable provision, taking into account the substance and purpose of this Agreement.
- 6.4. The Agreement constitutes the entire understanding between the Parties and supersedes all prior representations, negotiations or understandings.

## **7. APPLICABLE LAW AND DISPUTES**

- 7.1. This Agreement shall be governed by the laws of Denmark.
- 7.2. All disputes arising from or associated with this Agreement or agreements relating thereto shall be submitted exclusively to the regular Danish courts, with Copenhagen as the agreed choice of venue.



## **CONTRACTOR SERVICES**

### **8. ASSIGNMENT**

- 8.1. This Agreement contains the framework between the Client and the Service Provider on the basis of which the Service Provider offers Contractor Services to the Client and pursuant to which additional contracts of assignment (the “**Sub-Agreements**”) are entered into.
- 8.2. Any request from a Client to Service Provider to ensure that a Contractor works for the benefit of the Client in a different manner than on the basis of an employment contract (the “**Assignment**”) will be documented in a Sub-Agreement and shall contain the specific agreements regarding the work activities (the “**Work Activities**”), including:
  - a. The name of the self-employed person who has an agreement with the Service Provider to perform work for his own account and risk (the “**Contractor**”);
  - b. A description of the Assignment, including (if applicable) the expected result on the basis of the Work Activities performed;
  - c. Provision pertaining to the absence due to illness, sickness, leave or injury of the Contractor;
  - d. The place where work tasks, including the Services Interim, are to be performed (the “**Location**”);
  - e. The working hours of the Contractor;
  - f. The fee charged by the Service Provider to the Client for the execution of the Assignment (the “**Rate**”); and
  - g. The duration of the Assignment, being the period wherein the Assignment must be carried out and which duration also counts as the commencement date and the end date of the Sub-Agreement.
- 8.3. The requirements of the Client regarding the expertise of the Contractor shall be specified and detailed in a separate document (the “**Application**”). In the event that the Contractor and/or the Service Provider have not been made aware of the requirements of the Client, the Service Provider will inform the Client thereof prior to initiating the Services Interim and will then include said requirements in the Sub-Agreement.
- 8.4. This Agreement shall apply *mutatis mutandis* to every Sub-Agreement. Any (case-by-case) deviations of this Agreement will be documented by Parties in the Sub-Agreement. Such a case-by-case deviation shall, however, not be deemed a general deviation of this Agreement.
- 8.5. Even though the Client may terminate this Agreement and/or the Sub-Agreement by giving one (1) months’ notice, the agreed Rates will remain payable until the agreement between the Service Provider and the Contractor is lawfully terminated, being the following circumstances:
  - a. Expiry of the agreed fixed term laid down in the Sub-Agreement;
  - b. Early termination with due observance of the notice period of one (1) month as laid down in the Sub-Agreement. Notice of termination can be given on any day of the month;
  - c. Cancellation of the Contractor’s work at the Client or its end Client as specified in the Sub-agreement;
  - d. If the Client or Contractor cannot comply with the provisions of the articles set by the Service Provider;
  - e. If the Contractor cannot comply with the requirements set by the Client or its end Client as specified in the Sub-agreement;



- f. If the Client and/or Contractor commits a serious criminal offence; and
  - g. If the Client indicates that the Contractor is guilty of serious misconduct and is therefore no longer welcome at the Location as specified in the Sub-Agreement.
- 8.6. The Sub-Agreement may be extended for a period to be determined by the Client and the Contractor in mutual consultation. In the event of an extension, the Client must inform Service Provider in writing of the adjusted agreement before the end of the current period. Service Provider and Client will confirm the (new) end date of the Sub-Agreement in writing. The Client is aware that in case of non-timely renewal the possible risks, such as delay in the payment of the invoices of Contractor are carried by the Client.

## **9. COMPETENCES AND INDEPENDENCE**

- 9.1. The Client hereby gives the Service Provider the assignment to provide the Contractor Services to the Client, which assignment is hereby accepted by the Service Provider.
- 9.2. In the performance of the Services Interim, the Service Provider will, on the basis of a Sub-Agreement, make the Contractor available to the Client.
- 9.3. If the Contractor is unable to execute the Work Activities for a continuous period of longer than 12 weeks, the Service Provider will be obliged to provide an appropriate replacement for the Contractor, suitable to perform the Contractor Services.
- 9.4. Parties emphasise that the Contractor is self-employed and carries out the assignments independently for his own account and risk, even if the Contractor works in a team and/or performs similar activities that are also performed by employees of the Client or third parties.
- 9.5. The Contractor will perform the Work Activities at his own discretion without the supervision of the Client. The Contractor shall be required, insofar as necessary in the performance of the Services Interim, to observe timely given instructions received from the Client regarding the intended result of the Work Activities. The Contractor shall exercise due care and utilise his specific experience and understanding when doing so.
- 9.6. The Contractor shall independently lay out (*indelen*) his activities. Insofar necessary for the performance of the Work Activities, the Contractor will, in the event of cooperation with others, coordinate with the Client for optimal collaboration. The Contractor shall adjust his performance of the Work Activities to the working hours of the Client.

## **10. OBLIGATIONS OF THE SERVICE PROVIDER**

- 10.1. Service Provider guarantees that the Contractor is registered with the Danish Central Business Register (CVR – det Centrale Virksomhedsregister). Service Provider will keep the Client informed of organisational and personnel developments and/or changes within the organisation of the Contractor if and insofar as these are of importance for the implementation of a Sub-Agreement.

## **11. RATE**

- 11.1. The Client will pay the Service Provider the Rate stated in the Sub-Agreement as compensation, without prejudice to the provisions in paragraphs 5 up to and including 6 of this Clause. The Rate is a cost price excl. VAT, but including all costs, such as all possible tax and social security contributions, insurance and reimbursements. The Contractor shall be responsible for paying any VAT due.



- 11.2. Only the actual hours worked by the Contractor are eligible for reimbursement. For the hours that the Contractor is unable to perform the Work Activities due to illness, leave or other circumstance to be attributed to the Contractor, the Client is not liable for any compensation to Service Provider.
- 11.3. If a Rate has been agreed per day, the Client will owe the Service Provider for each day on which the Contractor has executed the Work Activities for at least eight (8) hours, regardless of the actual number of hours worked.
- 11.4. The Rate cannot be increased or indexed by the Service Provider neither during the initial term of the Sub-Agreement nor during the possible extension(s) of the Sub-Agreement.
- 11.5. Business travel and accommodation expenses will be reimbursed if and insofar as the Client has granted prior written approval.
- 11.6. Payment to the Contractor by the Service Provider is only possible on the basis of an approved timesheet in TimeChimp by the Client and a corresponding invoice on behalf of the Contractor. As such, the Client shall be responsible for timely approving the timesheet of the Contractor.

## **12. LIABILITY**

- 12.1. Service Provider is liable for damages suffered by Client, if
  - a. Service Provider has (i) been negligent in the execution of Services Interim and (ii) the damage incurred is the direct result of such act/omission by Service Provider; or
  - b. The Contractor has (i) been negligent in a manner which is not compliant with accepted professional knowledge associated with the execution of the Assignments, (ii) the damage is the direct result of such an act/omission of the Contractor and (iii) such negligence can be attributed to Service Provider pursuant to Danish law.
- 12.3. In the event that the Contractor executes the Assignment in such a manner that it is deemed unacceptable (due to incompetence, lack of skill and/or carelessness of the Contractor) and/or the end result is not according to the Client's specified expectations, and despite that the working hours have been approved; the Client can demand that the Assignment is redone or repaired by the Contractor as soon as possible, at the expense of the Contractor and to the satisfaction of the Client. Should a redoing or repair of the Assignment not be possible according to the Client then the Client has the choice to:
  - a. Immediately terminate the Sub-Agreement and have the Assignment carried out by a third party, for the account of the Contractor; or
  - b. Immediately terminate the Sub-Agreement and demand replacement compensation from the Contractor.
- 12.4. Service Provider and Contractor are not liable for indirect damage, including lost profits, missed savings and damage due to business stagnation of the Client. The restriction as included in paragraph 3 of this Clause 12 does not apply in case of claims by third parties for:
  - a. Damages resulting from death or injury;
  - b. Intent, gross negligence or deliberate recklessness;
  - c. Damage as a result of non-fulfilment of the obligations as described in article 9; and
  - d. Violation of intellectual property rights or confidentiality obligations.



- 12.5. The Client shall comply with and be responsible for all necessary safety requirements in regard to the Locations and in respect to the matters with which the Contractor works. For the execution of these tasks the Client will undertake such measures and provide the necessary instructions prevent the Contractor from causing damage during the process of his Work Activities.
- 12.6. The Client indemnifies Service Provider for claims with regard to damage suffered by Contractor or a third party during the execution of the Assignment, in so far as it's the result of an attributable shortcoming of the Client in the fulfilment of its obligations under this Agreement and the Sub-Agreement(s), and/or intent or gross negligence by the Client under the following conditions:
- Service Provider informs Client without delay of a claim;
  - Service Provider accepts no liability or settlement with regards to a claim without the Client's permission;
  - Service Provider leaves the manner of settling a claim entirely to the Client;
  - Service Provider will offer the Client all cooperation to counter a claim.
- 12.7. Damage claims as a result of the foregoing must be reported in writing to the Party that responsible for the damage (Parties or Contractor) within two (2) months of the occurrence under penalty of losing the right to claim damages.

### **13. COMPLAINTS**

- 13.1. If the Client has a complaint about the execution of the Assignment, this complaint will be resolved by mutual agreement between the Contractor and the Client. If the complaint cannot be resolved by mutual agreement, the Client will use the complaints procedure from the Service Provider.
- 13.2. Should the Contractor have a complaint about the Client, the complaint will be resolved by mutual agreement between the Contractor and the Client. If the complaint cannot be resolved by mutual agreement, the Client will use the complaints procedure from the Service Provider.

### **14. NON-COMPETE**

- 14.1. The Client declares that it is aware that the Service Provider has invested in the recruitment and selection of the Contractor. As such, during an Assignment and for a period of twelve (12) months after the termination of this Agreement, the Client, its Clients and affiliated companies are prohibited from using the Contractor other than via the Service Provider as specified in the Sub-agreement.
- 14.2. The Client is prohibited, without the written consent of the Service Provider, from allowing the Contractor to directly take up employment with it for a period of twelve (12) months after the termination of this Agreement.
- 14.3. If one or more of the prohibitions in this Article are breached, the Contractor will owe an immediately due and payable penalty, which is not subject to moderation by the court, of 200 times the Rate paid by the Client for each breach, without the need for any prior demand or notice of default.





## **MANAGED STAFFING PROVIDER SERVICES**

### **15. ASSIGNMENT**

- 15.1. This Agreement contains the framework between the Client and the Service Provider on the basis of which the Service Provider offers Managed Staffing Provider Services to the Client to be provided by one or more Vendor Staffing Providers and pursuant to which additional contracts of assignment (the "Sub-Agreements") are entered into.
- 15.2. Any request from a Client to Service Provider to ensure that a Candidate provided by a Vendor Staffing Providers works for the benefit of the Client in a different manner than on the basis of an employment contract (the "Assignment") will be documented in a Sub-Agreement and shall contain the specific agreements regarding the work activities (the "Work Activities"), including:
- a. The name of the person to employed by the Vendor Staffing Provider to perform work for the Vendor Staffing Provider's account and risk (the "**Candidate**");
  - b. A description of the Assignment, including (if applicable) the expected result on the basis of the Work Activities performed;
  - c. Provision pertaining to the absence due to illness, sickness, leave or injury of the Candidate;
  - d. The place where work tasks, including the Managed Staffing Provider Services, are to be performed (the "**Location**");
  - e. The working hours of the Candidate;
  - f. The fee charged by the Service Provider to the Client for the execution of the Assignment (the "**Rate**"); and
  - g. The duration of the Assignment, being the period wherein the Assignment must be carried out and which duration also counts as the commencement date and the end date of the Sub-Agreement.
- 15.3. The requirements of the Client regarding the expertise of the Candidate provided by a Vendor Staffing Providers shall be specified and detailed in a separate document (the "Application"). In the event that the Candidate and/or the Service Provider have not been made aware of the requirements of the Client, the Service Provider will inform the Client thereof prior to initiating the Managed Staffing Provider Services and will then include said requirements in the Sub-Agreement.
- 15.4. This Agreement shall apply *mutatis mutandis* to every Sub-Agreement. Any (case-by-case) deviations of this Agreement will be documented by Parties in the Sub-Agreement. Such a case-by-case deviation shall, however, not be deemed a general deviation of this Agreement.
- 15.5. Even though the Client may terminate this Agreement and/or the Sub-Agreement by giving one (1) months' notice, the agreed Rates will remain payable until the agreement between the Vendor Staffing Provider and the Candidate is lawfully terminated, being the following circumstances:
- a. Expiry of the agreed fixed term laid down in the Sub-Agreement;
  - b. Early termination with due observance of the notice period of one (1) month as laid down in the Sub-Agreement. Notice of termination can be given on any day of the month;
  - c. Cancellation of the Candidate's work at the Client or its end Client as specified in the Sub-agreement
  - d. If the Client or Candidate cannot comply with the provisions of the articles set by the Service Provider;



- e. If the Candidate cannot comply with the requirements set by the Client or its end Client as specified in the Sub-agreement;
  - f. If the Client and/or Candidate commits a serious criminal offence; and
  - g. If the Client indicates that the Candidate is guilty of serious misconduct and is therefore no longer welcome at the Location as specified in the Sub-Agreement.
- 15.6. The Sub-Agreement may be extended for a period to be determined by the Client and the Candidate in mutual consultation. In the event of an extension, the Client must inform Service Provider in writing of the adjusted agreement before the end of the current period. Service Provider and Client will confirm the (new) end date of the Sub-Agreement in writing. The Client is aware that in case of non-timely renewal the possible risks, such as delay in the payment of the Candidate are carried by the Client.

## **16. COMPETENCES AND INDEPENDENCE**

- 16.1. The Client hereby gives the Service Provider the assignment to provide the Managed Staffing Provider Services to the Client, which assignment is hereby accepted by the Service Provider
- 16.2. In the performance of the Managed Staffing Provider Services, the Service Provider will, on the basis of a Sub- Agreement, make the Candidate available to the Client via one or more Vendor Staffing Providers
- 16.3. If the Candidate is unable to execute the Work Activities for a continuous period of longer than 12 weeks, the Service Provider will be obliged to provide an appropriate replacement for the Candidate, suitable to perform the Managed Staffing Provider Services.
- 16.4. Parties emphasise that the Candidates are employed by the Vendor Staffing Provider and carries out the assignments independently for his own account and risk, even if the Candidate works in a team and/or performs similar activities that are also performed by employees of the Client or third parties.
- 16.5. The Candidates will perform the Work Activities at his own discretion without the supervision of the Client. The Candidates provided by a Vendor Staffing Provider shall be required, insofar as necessary in the performance of the Managed Staffing Provider Services, to observe timely given instructions received from the Client regarding the intended result of the Work Activities. The Candidate shall exercise due care and utilise his specific experience and understanding when doing so.
- 16.6. The Candidate shall independently lay out (*tilrettelægge*) his activities. Insofar necessary for the performance of the Work Activities, the Candidate will, in the event of cooperation with others, coordinate with the Client for optimal collaboration. The Candidate shall adjust his performance of the Work Activities to the working hours of the Client.

## **17. OBLIGATIONS OF THE SERVICE PROVIDER**

- 17.1. Service Provider will keep the Client informed of changes with the Vendor Staffing Provider if and insofar as these are of importance for the implementation of a Sub-Agreement.



## **18. RATE**

- 18.1. The Client will pay the Service Provider the Rate stated in the Sub-Agreement as compensation, without prejudice to the provisions in paragraphs 5 up to and including 6 of this Clause. The Rate is a cost price excl. VAT, but including all costs, such as all possible tax and social security contributions, insurance and reimbursements.
- 18.2. Only the actual hours worked by the Candidate are eligible for reimbursement. For the hours that the Candidate is unable to perform the Work Activities due to illness, leave or other circumstance to be attributed to the Candidate, the Client is not liable for any compensation to Service Provider.
- 18.3. If a Rate has been agreed per day, the Client will owe the Service Provider for each day on which the Candidate has executed the Work Activities for at least eight (8) hours, regardless of the actual number of hours worked.
- 18.4. The Rate cannot be increased or indexed by the Service Provider neither during the initial term of the Sub-Agreement nor during the possible extension(s) of the Sub-Agreement.
- 18.5. Business travel and accommodation expenses will be reimbursed if and insofar as the Client has granted prior written approval.
- 18.6. Payment to the Candidate by the Vendor Staffing Provider is only possible on the basis of an approved timesheet in TimeChimp by the Client. As such, the Client shall be responsible for timely approving the timesheet of the Candidate.

## **19. LIABILITY**

- 19.1. Service Provider is liable for damages suffered by Client, if
  1. Service Provider has (i) been negligent in the execution of the Managed Staffing Provider Services and (ii) the damage incurred is the direct result of such act/omission by Service Provider; or
  2. The Candidate has (i) been negligent in a manner which is not compliant with accepted professional knowledge associated with the execution of the Assignments, (ii) the damage is the direct result of such an act/omission of the Candidate and (iii) such negligence can be attributed to Service Provider pursuant to Danish law.
- 19.2. In the event that the Candidate provided by the Vendor Staffing Provider executes the Assignment in such a manner that it is deemed unacceptable (due to incompetence, lack of skill and/or carelessness of the Candidate) and/or the end result is not according to the Client's specified expectations, and despite that the working hours have been approved; the Client can demand that the Assignment is redone or repaired by the Candidate as soon as possible, at the expense of the Candidate and to the satisfaction of the Client. Should a redoing or repair of the Assignment not be possible according to the Client then the Client has the choice to:
  - a. Immediately terminate the Sub-Agreement and have the Assignment carried out by a third party, for the account of the Candidate; or
  - b. Immediately terminate the Sub-Agreement and demand replacement compensation from the Candidate.
- 19.3. Service Provider and Candidate are not liable for indirect damage, including lost profits, missed savings and damage due to business stagnation of the Client. The restriction as included in paragraph 3 of this Clause 19 does not apply in case of claims by third parties for:



- a. Damages resulting from death or injury;
  - b. Intent, gross negligence or deliberate recklessness;
  - c. Damage as a result of non-fulfilment of the obligations as described in article 9; and
  - d. Violation of intellectual property rights or confidentiality obligations.
- 19.4. The Client shall comply with and be responsible for all necessary safety requirements in regard to the Locations and in respect to the matters with which the Candidate works. For the execution of these tasks the Client will undertake such measures and provide the necessary instructions prevent the Candidate from causing damage during the process of his Work Activities
- 19.5. The Client indemnifies Service Provider for claims with regard to damage suffered by Candidate or a third party during the execution of the Assignment, in so far as it's the result of an attributable shortcoming of the Client in the fulfilment of its obligations under this Agreement and the Sub-Agreement(s), and/or intent or gross negligence by the Client under the following conditions:
- a. Service Provider informs Client without delay of a claim;
  - b. Service Provider accepts no liability or settlement with regards to a claim without the Client's permission;
  - c. Service Provider leaves the manner of settling a claim entirely to the Client;
  - d. Service Provider will offer the Client all cooperation to counter a claim.
- 19.6. Damage claims as a result of the foregoing must be reported in writing to the Party that responsible for the damage (Parties or Candidate) within two (2) months of the occurrence under penalty of losing the right to claim damages

## **20. COMPLAINTS**

- 20.1. If the Client has a complaint about the execution of the Assignment, this complaint will be resolved by mutual agreement between the Candidate and the Client. If the complaint cannot be resolved by mutual agreement, the Client will use the complaints procedure from the Service Provider.
- 20.2. Should the Candidate provided by a Vendor Staffing Provider have a complaint about the Client, the complaint will be resolved by mutual agreement between the Candidate and the Client. If the complaint cannot be resolved by mutual agreement, the Client will use the complaints procedure from the Service Provider.

## **21. NON-COMPETE**

- 21.1. The Client declares that it is aware that the Service Provider has invested in the search and selection of the Vendor Staffing Providers resulting in the selection and recruitment of the Candidate. As such, during an Assignment and for a period of twelve (12) months after the termination of this Agreement, the Client, its Clients and affiliated companies are prohibited from using the Candidate provided by the Vendor Staffing Provider other than via the Service Provider as specified in the Sub-agreement.
- 21.2. The Client is prohibited, without the written consent of the Service Provider, from allowing the Candidate to directly take up employment with it for a period of twelve (12) months after the termination of this Agreement.



- 21.3. If one or more of the prohibitions in this Article are breached, the Candidate must compensate the Service Provider for the Service Provider's cost of search and selection of the Vendor Staffing Provider

## **SERVICES PERMANENT**

### **22. DESCRIPTION OF SERVICES**

- 22.1. This Agreement contains the framework between the Client and the Service Provider on the basis of which the Service Provider offers the Services Permanent to the Client and pursuant to which Parties shall agree on search proposal(s) (the "**Proposal**") for Candidates for the Client.
- 22.2. Without prejudice to the generality of the foregoing, the Proposal shall, in any case, include the requirements of the Client regarding the Candidates, including:
- a. Preferred candidate description;
  - b. Time frame; and
  - c. Salary.
- 22.3. The provisions of this Agreement pertaining to the Services Permanent shall apply *mutatis mutandis* to any Proposal. Any (case-by-case) deviations of this Agreement shall be documented by Parties in writing. Such a case-by-case deviation shall, however, not be deemed a general deviation of this Agreement.
- 22.4. The Client hereby gives the Service Provider the assignment to provide the Services Permanent to the Client, which assignment is hereby accepted by the Service Provider.

### **23. FEE**

- 23.1. The Client will pay the Service Provider a fee equal to a percentage of 25% of the first gross annual income to be earned by the Candidate in the employment of the Client (the "**Fee**"). The Fee shall be stated on the Proposal provided by the Service Provider to the Client prior to initiating the Services Permanent.
- 23.2. The Fee shall be invoiced to the Client by the Service Provider after the Candidate has signed a contract at the Client and the service is fulfilled.
- 23.3. In the event a Candidate is employed by the Client on a part-time basis or for a fixed-term being less than one year, the Fee shall be equated to the full-time annualised equivalent.
- 23.4. In the event the gross annual income of the Candidate cannot be determined (e.g. due to the predominance of bonuses or commissions), the Fee shall be based on the market value of the Candidate as determined by the Client and the Service Provider in the search proposal form.
- 23.5. The Fee, whether calculated in accordance with Clause 20.1, 20.2 or 20.3 of this Agreement, shall in any case be a minimum of DKK 37.500 even if the actual calculation of the Fee is lower.
- 23.6. The Client shall reimburse the Candidate or the Service Provider, whichever the case may be, for any travel and accommodation expenses incurred by the Candidate in connection with his or her interview with the Client.



## **24. OBLIGATIONS OF THE CLIENT**

- 24.1. Without the prior written consent of the Service Provider, the Client shall not be entitled, in any way, to pass on information on or introduce Candidates to third parties. In the event that the Client introduces a Candidate having originally been introduced to it by the Service Provider to another person, business or institution within twelve (12) months of such Candidate's original introduction and this results in an employment contract or other contractual relationship being contracted with the Candidate, either in the latter's own name or via and/or in collaboration with natural persons with whom or legal entities with which the Candidate has an involvement, the Client shall be under an obligation to pay the aggregate fees in accordance with the provisions of this Agreement.
- 24.2. In the event that the Client rejects a Candidate having been introduced by the Service Provider or the Candidate turns down the Client's offer to enter into an employment contract and the Client's subsequent entry into an employment contract or other contractual relationship with the Candidate within twelve (12) months of the Service Provider having introduced it to the Candidate or the last contact with the Candidate (interviews, rejection etc.), either in the latter's own name or via and/or in collaboration with natural persons with whom or legal entities with which the Candidate has an involvement, the Client shall be under an obligation to compensate the Service Provider for the Service Provider's cost of search and selection, recruitment, and training of the Candidate.
- 24.3. In the event of a circumstance as described in the Clause 21.1 and/or 21.2 of this Agreement, the Client has to inform the Service Provider hereof within ten (10) working days, together with the amount of the Candidate's gross annual income.

## **25. PREMATURE TERMINATION OF EMPLOYMENT CONTRACT**

- 25.1. In the event of termination of the Candidate's employment contract with the Client during the Candidate's first three (3) months thereof by the Client or Candidate, the Services Permanent shall be regarded as not having been completed and the Service Provider shall ensure that the Services Permanent are belatedly completed without charging on additional fees, with the exception of supplementary charges to be submitted for the Client's approval in advance, provided:
- a. The Client duly notifies the Service Provider in writing within seven (7) days of the Candidate having terminated the employment contract;
  - b. Termination has not ensued from the Client's having amended or failed to comply with the employment contract or any other reason attributable to the Client;
  - c. The essential characteristics of the position have not changed;
  - d. Termination of the employment contract has not ensued from forced redundancy, restructuring, merger or acquisition;
  - e. The Client has settled all amounts having been invoiced by the Service Provider; and
  - f. The Client has complied with the terms of this Agreement.
- 25.2. In the event as described in Clause 22.1 of this Agreement, the Service Provider has one (1) month to replace the terminated Candidate.



## **26. LIABILITY**

- 26.1. Although the Service Provider shall make every effort to find a suitable Candidate, it does not issue any guarantees whatsoever regarding the suitability of the proposed Candidate. The Client shall be responsible for verifying the Candidate's references (which shall include the verification of diplomas and the like having been awarded to the Candidate), and shall convince itself of the Candidate's suitability prior to employing any Candidate having been introduced to it by the Service Provider. The Service Provider shall not be liable for any damage or loss to be suffered by the Client, irrespective of whether such damage or loss is attributable to the Candidate's unsuitability (as established afterwards) or to other factors.
- 26.2. The Client shall indemnify the Service Provider against any third-party claims in connection with the Services Permanent. Without prejudice to the provisions set forth in this Agreement, any right to compensation for damages shall at any rate terminate twelve (12) months after the occurrence of the event that caused the damages for which the Client holds the Service Provider liable.



**Term**

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By:

Title:

Date:

Place:

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By:

Title:

Date:

Place: