

TERMS AND CONDITIONS OF THE "CASH IN ON YOUR RECOMMENDATIONS" RECOMMENDATION PROGRAM

Effective as of 01.07.2024

Art. I. Program Operator

1. The "Cash in on Your Recommendations" program, hereinafter referred to as the Program, is operated by "**Job Impulse Polska**" **Sp. z o.o.** with registered office in Poznań, address: ul. Ptasia 10, entered into the National Court Register under the number 0000258479, hereinafter referred to as the "Operator", and is implemented by selected local branches of the Operator.
2. The Operator is the administrator of the personal data of Program Participants within the meaning of the Personal Data Protection Act of 29 August 1997. Personal data of the Program Participants: e-mail, first name, last name, residence address, telephone, PESEL/NIP number, passport number, together with their consent to the processing of personal data will be processed to the extent and for the purpose of this Program. Each program participant has the right to access and correct their data. Providing data is voluntary, yet necessary in order to participate in the Program.

Art. II. Participation in the Program

1. The Program is intended for natural persons who are temporary employees of the Operator, as well as persons who are not bound to the Operator by a temporary employment relationship (excluding employees of the Operator's internal structures), hereinafter referred to as Program Participants, who meet all the following conditions:
 - a) they recommend a new employee to the Operator - a Person who had not been employed by the Operator under a temporary employment contract or under a civil law contract (hereinafter "Recommended Person") within the recent 12 months of the date on which such employee was recommended, provided that:
 - such recommendation is made on the application form attached hereto (specimen of which is also available at the branches of the Operator managing the program), properly filled-in, containing the data of the Recommended Person, and sent to one of the following e-mail addresses:
 - poleceniapoznan@jobimpulse.pl
 - poleceniawroclaw@jobimpulse.pl
 - poleceniakatowice@jobimpulse.pl
 - poleceniawarszawa@jobimpulse.pl
 - poleceniaopalenica@jobimpulse.pl
 - polecenialodzbsk@jobimpulse.pl
 - polecenialodz@jobimpulse.pl
 - poleceniabydgoszcz@jobimpulse.pl
 - poleceniatczew@jobimpulse.pl
 - polecenialodzpiotrkowska@jobimpulse.pl

poleceniarawa@jobimpulse.pl

or delivered directly to the Operator's branch.

- the application form referred to hereinabove shall be sent to the Operator to the e-mail address referred to above or delivered to the Operator in hard copy before the date of employment of the Recommended Person with the Operator.

b) An individual who is not bound to the Operator by any employment relationship must allow the Operator to pay his or her dues and shall pay any additional costs involved.

2. A prerequisite for the Program Participant to take advantage of the program is that the Recommended Person enters into a temporary employment contract, a civil law contract with the Operator, and has worked at the Operator's Client for a period of no less than 1 month and performed temporary work of no less than 160 working hours (both conditions must be met jointly, with the period of 1 month not including working days on which the employee did not perform temporary work, no work, including sick leave, unpaid leave and unexcused absences).

3. The Client within the meaning of these Regulations is the Employer User to whom the Operator seconds a temporary employee or a person employed under a civil law contract to provide temporary work.

4. Each recommendation is verified from time to time by the Operator in terms of the demand for employees in a given location, the competences of the recommended person, the documents he/she possesses and the possibility of his/her employment in Poland (in the case of foreigners). The Operator reserves the right to make a final decision as to whether or not the Recommended Person will be hired.

5. No person employed under an employment contract or a civil law contract to provide work other than temporary work or services to the Operator may be Program Participant (the Program does not apply to the Operator's "own employees").

6. The Program Participant represents that he/she will not be remunerated in any form whatsoever by the Recommended Persons. Violation of this provision shall entail exclusion from participation in the Program, and in case the Operator obtains knowledge of the violation of the provision after the payment of remuneration or after fulfilling the conditions referred to in Art. II, sections 1 and 2, it shall be deemed that by collecting remuneration from the recommended person the Program Participant waived the benefit due to him/her for the recommendation in accordance with the wording of these Regulations, and thus the benefit paid or due to be paid shall be deemed recoverable.

7. Participation in the Program is voluntary.

8. The Program Participant represents that he/she has the consent of the recommended person to share such person's personal data with the Operator. In addition, the Program Participant is obligated to fulfill the information obligation vis a vis the recommended person as referred to in sec. 9. The fulfillment of such obligation shall be further verified when accepting the application form.

9. The data controller of the personal data shall be "Job Impulse Polska" sp. z o.o. with registered office in Poznań, ul. Ptasia 10. Personal data will be processed for the recruitment purposes. Everyone has the right to access to and correct data. The data shall not be shared with other recipients, and provision thereof is voluntary.

Art. III. Program duration

1. The Program has been launched for the "high season" period with the Operator, covering the period from the beginning of May to the end of October each year. The Operator reserves the right to extend or shorten the duration of the program depending on the current labor market situation.
2. End of the Program shall not affect the rights acquired by Program Participants throughout its duration, even if the commencement of employment by a Recommended Person for whom an application form was submitted during the Program takes place after the Program had ended.

Art. IV. Terms of remunerating Participants for employment recommendations to „Job Impulse Polska” Sp. z o.o.

1. A Program Participant who has met the conditions set forth in Art. II sections 1 and 2 during the Program period shall receive remuneration, hereinafter referred to as "Remuneration", in the gross amount of PLN 500 (say: five hundred Polish Zlotys gross).
2. The number of persons recommended by a Participant is unlimited.
3. Remuneration is not cumulative with respect to a single Recommended Person. A Recommended Person can only be recommended by one Recommending Person. Where the same person has been recommended by at least two Recommending Persons, the remuneration shall be paid to the person who was the first to recommend the candidate. The Program Participant is entitled to a one-off remuneration for each Recommended Person whom he/she recommended to be employed, regardless of how many temporary employment contracts the Recommended Person enters into with the Operator and whether he/she works multiple periods referred to in Art. II, sec. 2.
4. Remuneration for recommendation is not due to a referring person who has participated in the Client's internal program and received remuneration from such program.

Art. V. Payment of Remuneration

1. The Remuneration due for the recommendation of employment with the Operator shall be paid to the Program Participants in the month following the calendar month in which the conditions for receipt of such remuneration have been met, no later than by the end of that month. The remuneration shall be paid to the Program Participant

once a month collectively for all his/her recommendations for which the conditions for payment in a given month have been met.

VI. Complaints

1. Complaints related to participation in the Program may be submitted by Participant in writing to the address: „Job Impulse Polska” Sp. z o.o. ul. Ptasia 10, 60-319 Poznań with an inscription „Reklamacje” [Complaints] or via email to the address: reklamacje@jobimpulse.pl.
2. Complaints should be submitted immediately after the occurrence of the event of concern to the Program Participant.
3. Each complaint should include: the Program Participant's name, mailing address, a description of the arguments the complaint is based on and the Program Participant's expectations regarding the remedying of a damage, as well as the Program Participant's signature.
4. The complaint procedure shall be managed by the Operator, who shall make best efforts to handle complaints with due diligence, thoroughness and in a timely manner, with due regard to all circumstances of the case.
5. Complaints shall be considered within a period not exceeding 30 days from the date of their receipt by the Operator. In justified cases, it shall be permitted to extend the time limit for processing a complaint, provided that the complaining party is informed of the ongoing investigation procedure and about the expected date of the final reply.
6. The reply to the Complaint should be given in the form corresponding to that it was submitted in.

VII. Final provisions

1. The text of these Regulations is available at the headquarters, branches and local offices of the Operator.
2. Any matters not provided for herein shall be governed by the provisions of the Civil Code.
3. The Operator of the Program reserves the right to change the wording of the Regulations at any time. Participants shall be informed in advance of any changes to the terms and conditions of the Program.

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OPERATOR

Appendix 1