

The following is agreed between Cool Company Skandinavien AB, company no. 556432-8390 (the "**Employer**") and the person whose name, social security number and contact information appears on their personal account (the "**Individual Contractor**").

This is a translated version of the Employer's original version in Swedish. In case of discrepancies, the original version in Swedish shall be considered to prevail over this version.

## **Agreement - Specific fixed-term employment**

### **1. Position**

- 1.1 The Individual Contractor's position and tasks may vary between Assignments and are defined in accordance with the instructions and job descriptions set out for an individual Assignment.
- 1.2 Tasks are stated in the currently applicable instructions that should be provided by the Employer and must be included in the position that the Individual Contractor entered into for an Assignment.

### **2. Form of employment**

- 2.1 The form of employment is "specific fixed-term employment" as per Section 5 of the Employment Protection Act (LAS in Swedish). The employment is in direct relation to a single Assignment that the Individual Contractor will perform, as well as the resulting invoicing, for a maximum, however, of 30 days at a time.

This means that the Individual Contractor enters into this agreement, on registration with the Employer, but that it is activated and applied only when the Employer, together with or through the Individual Contractor, has entered into an Assignment Agreement with an Assignment Provider. The Individual Contractor performs Assignments on Cool Company's behalf vis-à-vis an Assignment Provider and therefore has no separate legal relationship with an Assignment Provider.

### **3. Location and working hours**

- 3.1 Locations may vary and the location for each Assignment corresponds to the location defined in each individual Assignment. The Individual Contractor can also specify the location in cooperation with the Employer.
- 3.2 The work location for the employer is at Tegnérgatan 2C, 113 58, Stockholm.
- 3.3 The working hours are agreed between the Individual Contractor and the Employer, but must be in accordance with the General Terms and Conditions for the Individual Contractor and any applicable laws.

### **4. Salary**

- 4.1 Upon finalised Assignment, the Individual Contractor shall, unless agreed otherwise, receive a salary (in accordance with section 7.1 of the General Terms and Conditions Individual Contractor). Reimbursement for work performed outside ordinary work hours is not applicable.
- 4.2 Salary is, unless agreed otherwise, paid out to the Individual Contractor only when the Employer has received payment from the Assignment Provider.
- 4.3 The Individual Contractor can choose to either manually transfer the salary to the Individual Contractors bank account, receive salary on the 25<sup>th</sup> of each month or automatically directly upon payment of salary. If the Assignment Provider is in delay of payment towards the Employer, the payment of salary towards the Individual Contractor will not be done until payment collection has been performed.
- 4.4 If attachment to salary is performed, the process will be done before payment of salary on the 25<sup>th</sup>.

## **5. Pension and Insurance**

- 5.1 The Employer implements provisions for pensions in accordance with the General Terms and Conditions for Individual Contractor appendix.
- 5.2 The Individual Contractor is covered by the Employer's, liability insurance, accident insurance (TFO in Swedish) and the service group life insurance (TGL in Swedish) as well as health insurance if they carry out Assignments on the employer's behalf, provided that the Assignment has been notified in advance to the Employer and a risk assessment has been carried out. A prerequisite for being covered by the insurance is that the Individual Contractor is fully healthy, able to work, has completed a health examination where applicable, and has notified the Assignments in advance.
- 5.3 Additional insurances can be, if so agreed upon, applicable for the Individual Contractors performance of an individual Assignment. Such insurances can i.e., be treatment damage insurance or construction insurance.

## **6. Holiday**

- 6.1 Holidays are granted in accordance with the Holidays Act 1977:480, however any taking of holidays must be done after agreement with an Assignment Provider and be reported to the Employer in advance.
- 6.2 Holiday pay corresponds to twelve (12) percent of earned gross salary (salary refers to what is stated in point 7.1 of the General Terms for the Individual Contractor) and must be factored in when pricing Assignments.
- 6.3 The Individual Contractor undertakes to take this into account and to calculate pricing and budget based on these conditions. Holiday pay is paid in connection with salary payment for the Assignment.
- 6.4 The Individual Contractor always has the opportunity to save holiday to be paid out at a later time.

## **7. Validity and termination of the agreement**

- 7.1 The agreement is active from the time the Individual Contractor begins their Assignment and runs until the Assignment is completed, however for a maximum of 30 days at a time, after which a new, corresponding period with an active employment agreement begins. Upon completion of the Assignment, the employment returns to being passive, until a new Assignment begins.
- 7.2 The Employer reserves the right to terminate the agreement with the Individual Contractor with immediate effect if they violate the Agreement, General Terms and Conditions for the Individual Contractor or Cool Company's privacy policy.

## **8. Processing of personal data**

- 8.1 The Employer processes personal data regarding the Individual Contractor in order to carry out administration and corresponding processing within the scope of the Individual Contractor's employment. All of the processing terms and conditions can be found in the Employer's Privacy Policy on the Employer's website.
- 8.2 If the Individual Contractor receives personal data attributable to the Assignment Provider in the course of the Assignment, for example to the Individual Contractor's private e-mail or similar, it is the Individual Contractor's responsibility to delete this personal data when they have completed the Assignment.

## **9. Other**

- 9.1 Otherwise, the terms of employment applied at any time by the Employer apply, which can be seen in the General Terms and Conditions for the Individual Contractor appendix.

## 10. Applicable collective agreement

10.1 The applicable collective agreement is the Sellers' Collective Agreement for the Individual Contractor.

10.2 The above-mentioned Collective Agreement is applicable for the Employees that fall under the definitions stated in the Collective Agreement, as stated below.

" Individual Contractor employee is defined as an employee with a defined right to initiate Assignment with Assignment Providers on behalf of the Employer (the Self-Employment Company). Normally it is the Individual Contractor employee that is performing the Assignment on behalf of the Employer. The Individual Contractor employee initiates the Assignment, but it is the Employer that is responsible for the performance of the Assignment in relation to the Assignment Provider."

In the event the Employee does not fall within the above stated definition, the Collective Agreement is not applicable for the Employment.

## 11. Appendices:

- General Terms and Conditions for the Individual Contractor
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A signature is submitted by accepting this employment agreement and the General Terms and Conditions for the Individual Contractor when registering on the Employer's website. The Employer is considered to have entered into the agreement from when the Employee has registered on the website.

### CONTACT DETAILS OF THE PARTIES

Employer:

Cool Company Skandinavien AB

company no. 556432-8390

Tegnergatan 2C

113 58 Stockholm

Contact person: Customer support

Tel: +46 (0)10-330 30 11

Email: [faktura@coolcompany.com](mailto:faktura@coolcompany.com)

Employee:

Name, social security number, address and contact details for the employee

as per the Individual Contractor's personal account on the employer's website.