

IP ARBETSVILLKOR/IP WORKING CONDITIONS 5.3, 5.6

AGRREMENT WORKING CONDITIONS

Requirements that must be met by the person who hires out labor when they work in the certified company. Confirmed by signature and by signature of the responsible person at the company who hire staff.

WORKING CONDITIONS
There are valid employment contracts.
Salary and other remuneration, including holidays, which are based on the working hours / performance specified in the agreement are paid.
Reimbursement of expenses (travel, subsistence, accommodation) incurred for posted staff because of travel from another country do not form part of their salary.
Compensation to its service of arranging a workplace is not charged.
Taxes and statutory employer contributions are reported and paid for the workforce.
Insurances that provide compensation in the event of an accident or death are taken out.
There are work permits, if necessary, residency permits and visa (applies non-EU/EES citizens).
Legislation and/or collective agreements regarding working hours and holidays are followed.
The salary/compensation fulfils at least one of the following: - Statutory minimum wage. - 50% of the current median salary in the country where the work is performed. - The minimum level in a valid collective agreement in the country where the work is performed, which is relevant to the industry or profession in question.
Differences in salary between employees are factual and based on experience, knowledge, responsibility, and possible training.
OTHER
I agree to participate in the audit and / or may be audited at another time, and thereby provide the necessary documents for review in the audit.
I am aware that my employees may be interviewed during audits.

It is hereby certified that the above requirements have been accepted and fulfilled.

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Place and date

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Place and date

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Name certified company

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Name employer/self-employed

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Name company representative

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Name company representative