

RELIABLE PARTNER POLAND - POWER OF ATTORNEY AGREEMENT

1. Principal

Company name: _____

Polish company no (KRS): _____ NIP no: _____

REGON no: _____ VAT no: _____

Contact person: _____ Phone no: _____

Contact's e-mail address: _____

Billing address: _____

Postal address: _____

Postcode: _____ City: _____

Campaign code: _____

Is this company registered in Finland as a branch office or foreign entity (Check www.ytj.fi)

Yes, provide the Finnish business ID here: _____

A separate [Power of Attorney Agreement for the Finnish](#) part is required.

No.

2. Authorised party

Vastuu Group Ltd (2327327-1), Hevosenkentä 3, 02600 Espoo, Finland ("The Supplier")

3. Power of Attorney

The Company authorizes the Supplier to retrieve and publish company information as set out in this agreement.

4. Declaration concerning posted workers

4.1 The Company sends posted workers to Finland.

(a) Each posted worker has a valid A1 certificate.

(b) Posted worker(s) without A1 certificate (TyEL insurance and Finnish workers compensation insurance required)

4.2 There are no posted workers to Finland.

4.3 Only the entrepreneur is working in Finland. No hired labour working in Finland.

5. Collective Bargaining Agreement

Please fill out this section if you ticked 4.1 above.

The Company applies the following collective bargaining agreement/s: _____

6. (TyEL) Employee Pension Insurance

Please fill out this section if you selected 4.1 b) above.

Elo Mutual Pension Insurance

Ilmarinen Mutual Pension Insurance Company

Varma Mutual Pension Insurance Company

Veritas Pension Insurance

Local Government Pensions Institution Keva

Other: _____

7. Workers' Compensation Insurance

Please fill out this section if you selected 4.1 b) above.

Insurance company: _____

Please enclose a copy of the workers' compensation insurance certificate issued by a qualified workers' compensation insurance provider. The certificate may not be older than 2 weeks. **Note!** This insurance is a special Finnish social insurance that cannot be replaced with generic accident insurance or a foreign social insurance.

8. Occupational Healthcare Provider

Please fill out this section if you selected 4.1 above.

Name of Occupational Healthcare provider in Finland: _____

9. General Liability Insurance (optional)

Do you wish to show your general liability insurance information in the Reliable Partner report?

No.

Yes, insurance company: _____

Please enclose a less than 2 months old copy of the insurance certificate.

10. Fees and payments

The price of the Reliable Partner service is determined in accordance with the price list as applicable from time to time. The applicable price list is available on Vastuu Group Oy's website at <https://www.vastuugroup.fi/fi-en/pricelist>. The service fee will be invoiced at the beginning of the invoicing period.

If the Company is registered in Finland as a branch office or a foreign entity, it must also subscribe to the Reliable Partner Finland service.

11. Appendices

The following appendices form an integral part of this Agreement:

1. Terms and Conditions of the Reliable Partner Services
2. Authorisation – Target country Finland.

12. Signatures

This agreement shall be signed by person(s) whose authorisation to sign on behalf of the Company is recorded in the Polish Trade Register.

Date: _____ Place: _____

Signature: _____

Signature: _____

Name: _____

Name: _____

Fill out the form and sign it. Send the signed agreement and the required certificates to Vastuu Group Ltd either by regular mail: Vastuu Group Ltd, Hevosenkenkä 3, 02600 Espoo, Finland or by email to: customerservice@vastuugroup.fi

Terms and conditions of the Reliable Partner Poland service

The following terms and conditions are applicable when a legal entity ("Company") subscribes to the Reliable Partner Service Poland by submitting an authorisation to the Supplier.

Reliable Partner Poland is a cloud-based service provided by Vastuu Group Oy's group company designated in the Power of Attorney Agreement ("Supplier"). The Reliable Partner Service Poland assists Polish companies in fulfilling their legal and contractual reporting obligations towards their business partners when performing work in the selected target country. When a company has subscribed to the service, its business partners may use Reliable Partner Service as a risk management tool and verify the company's compliance with selected statutory or industry accepted requirements in the target country (such as compliance with the Finnish Act on Contractor's Obligations and Liability when Work is Contracted Out (22.12.2006/1233), "Contractor's Obligations Act") and the general Reliable Partner program requirements, as amended by the Supplier from time to time (all such requirements together "Target Country Specific Requirements"). In addition, the service provides relevant background information for corporations and consumers, supporting decision making in their selection of contractors.

To subscribe to the Reliable Partner Service, the Company must provide the Supplier with a written Power of Attorney Agreement ("Agreement") that authorizes the Supplier to receive all information required by the Company to fulfil the Target Country Specific Requirements from the Company's insurers, tax authorities, social security authorities and other third parties, and to make such information available through the Reliable Partner Service Poland. Information collected and published through the Reliable Partner Service Poland contains the information needed in the selected Target Country, as defined by the Supplier, taking into consideration applicable mandatory legislation in the Target Country. For example, in case the target country is Finland, published information contains all information required under the Contractor's Obligations Act as well as additional information that the Supplier chooses to include in the Reliable Partner Service Poland. The Supplier may, from time to time, update and amend the list of supported target countries and Target Country Specific Requirements.

Publication of Company information in the Reliable Partner Service Poland is conditional to the Company authorizing the Supplier to collect all information required under Target Country Specific Requirements and paying the applicable annual subscription fees and other service fees by the due date.

When the Company sends employees to the Target Country, it must notify the required information to the Supplier as set out under the Target Country Specific Requirements. The Company and the Supplier may also separately arrange for the Supplier to obtain these details (such as A1 certificates for posted workers) using an authorization issued by the Company and when necessary, an authorization given by the employee of the Company.

It is the duty of the Company to notify the Supplier of all changes in the information provided by the Company, such as a change in the provided contact details, invoicing address, change of mandatory pension insurance or other social insurance provider, occupational health care provider or any changes in published additional voluntary information such as liability insurance details. The Company hereby expressly agrees that the Supplier shall also always be entitled to use its authorization to retrieve details that may be required in future under the Target Country Specific Requirements (such as in case of Finland, information that is required under Contractor's Obligations Act or other statutory provisions or official regulations or amendments thereto) from pension and other insurers, occupational health service providers and private businesses, public authorities and other sources, but that were not yet required by law at the time of issuing the authorization and were not specified therein.

The Reliable Partner report about the Company will be made available through the Supplier's online services within about two weeks of the company submitting the authorization to the Supplier, provided that all service fees have been paid when due. The Supplier may publish information on the Company in the Supplier's report services and in the Supplier's other online services. In addition, the Supplier may make Reliable Partner Poland reports, report extracts or interpretations available through selected third party company information service providers and other online service providers located within the European Economic Area.

The Supplier will invoice an annual subscription fee for the Reliable Partner Service Poland for each selected Target Country. The Supplier shall have a right to terminate the Agreement with immediate effect if the Company fails to pay the annual subscription fees within two months of the due date. The Supplier requires the settlement of any outstanding payments from the Company before concluding any new agreement. The Supplier shall have the right to adjust the annual subscription fees and other service fees by publishing adjusted fees on the website of the service thirty (30) days before these changes take effect.

The Supplier shall only serve as a medium for exchanging Company information and shall not be liable for any faults or interruptions in the service, any errors or omissions in the information contained therein or for any service downtime. The Supplier shall not be liable for or for any indirect or consequential loss or damage, such as loss of profit, loss of business, loss of reputation or damage caused by decrease in turnover or production. The total aggregate liability of the Supplier under the Agreement shall be limited to an amount corresponding to the annual subscription fee paid by the Company. This limitation of liability shall not apply when the loss or damage was caused by willful misconduct or gross negligence.

The Supplier may use subcontractors to provide the services under the Agreement. The Supplier shall have the right to assign the service and its associated liabilities, duties and agreements to a third party. The Supplier shall have the right to modify these terms and conditions by publishing the amendment in the website of the Reliable Partner Service or sending an email notice of the amendment to the e-mail address provided by the Company no later than one (1) month before the amended terms and conditions take effect.

The Agreement between the Company and the Supplier concerning publication of information about the Company within the scope of the Reliable Partner Service in the Target Country shall remain in force until further notice. The Company may terminate the service by notifying the Supplier of the termination in writing. The Supplier shall be entitled to terminate the Agreement by a sixty (60) days' prior written notice. The Supplier shall have no duty to refund any fees paid on termination of the Agreement. The Supplier may retain archival copies of all published Reliable Partner reports even after the termination or expiry of the Agreement for the purposes of the Supplier being able to verify authenticity and integrity of all published reports. The Supplier may also use information contained in the archived reports for the purposes of making and publishing statistical analysis and for internal service development in a manner that does not enable identification of any individual customer. .

The Supplier may terminate the Agreement (and any other agreements between the Supplier and the Company) with immediate effect, revoke Reliable Partner status and remove details of the Company from the service without prior notice under the following circumstances: (i) the Supplier is advised by a public authority, another client of the Supplier or another third party that an individual subject to a legally valid prohibition on engaging in business is involved, directly or indirectly, in the operations of the Company in a manner giving cause to suspect that the said individual is effectively directing those operations or administering the Company; or (ii) the Company, its registered responsible persons, individuals exercising a de facto controlling interest in the Company, or the Company's employees fail to comply with (or act in a manner that demonstrates intent to disregard) the applicable legislation and regulation, good business practices, good customs, the general objectives of the Reliable Partner Service.

Either party may rescind the Agreement with immediate effect in case of material breach of contract by the other party.

The Supplier and the Company shall endeavor in the first instance to negotiate a settlement of all disputes pertaining to these terms and conditions within one (1) month. If this procedure is unsuccessful, then the disputes shall be settled in the first instance at the District Court of Helsinki. The Agreement shall be governed by the laws of Finland, without regard to their choice of laws provisions.

AUTHORISATION – TARGET COUNTRY FINLAND

I, acting on behalf of the Company named in the Agreement hereby authorise Vastuu Group Oy's group company designated in the Agreement ("Supplier") or a third party designated by the Supplier to retrieve the following information from the sources of information set out below and publish the information in the Supplier's Reliable Partner Service Poland:

Source of information	Description of the certificate, document or information
Tax authority Urząd Skarbowy (US), or any governmental entity who subsequently assumes the tasks of this entity, or any business information provider that distributes information originating from this public source.	Certificate or register extract showing that the Company is entered into applicable tax payer registers in Poland and has a NIP number.
Tax authority Urząd Skarbowy (US), or any governmental entity who subsequently assumes the tasks of this entity, or any business information provider that distributes information originating from this public source.	Evidence that the company is registered as VAT tax payer and has a valid VAT number.
Head of National Revenue Administration (KAS), or any governmental entity who subsequently assumes the tasks of this entity, or any business information provider that distributes information originating from this public source.	Information published on the Polish White list of VAT taxpayers (Biała lista podatników VAT)
National trade register: Krajowy Rejestr Sądowy (KRS), or any governmental entity who subsequently assumes the tasks of this entity, or any business information provider that distributes information originating from this public source.	Trade register extract
National governmental entities publishing information on valid business prohibitions, or any business information provider that distributes information originating from these public sources.	Valid business prohibitions concerning the Company or its registered officers or person(s) actually running the business.
Tax authority: Urząd Skarbowy, or any governmental entity who subsequently assumes the tasks of this entity, or any business information provider that distributes information originating from this public source.	ZAS-W document or similar certificate of paid taxes, tax debts or tax payment plan.
The Company	Company's declaration concerning use of posted workers and availability of A1 certificates for all posted workers (see section 4 of the Agreement). Company's declaration of the applicable collective bargaining agreement in Finland (see section 5 of the Agreement)
Registered qualified pension insurance company	If posted worker(s) without A1 certificate(s): certificate of the valid pension insurance in Finland with certificate of the payments of pension insurance or certificate for existence of a payment plan for any overdue amounts
Registered qualified insurance company providing Finnish occupational accident insurances	If posted worker(s) without A1 certificate(s): certificate of the valid mandatory worker's occupational accident insurance against occupational injuries and occupational diseases as required under the applicable Finnish law.
Finnish occupational health care provider	Certificate that the Company has valid agreement concerning occupational health care services for employees working in Finland and existence of an occupational health care action plan as required under applicable Finnish laws.
Insurance company	Certificate of a general liability insurance including description of geographical and business coverage, insured amount and currency and valid dates.

The authorization given by the Company to the Supplier shall also cover details that fall within the scope of the Company's duty to notify or investigate under the Finnish Contractor's Obligations Act (and corresponding subsequent statutes) following any future statutory amendments or changes in official regulations.

The Company's current insurers (pension/social security/liability etc.) are specified in the Agreement. The Company agrees to notify the Supplier of any changes in this information.

This authorization shall remain in force for an indefinite period until it is separately revoked in writing. The Company agrees to the terms and conditions of the Reliable Partner Service Poland.