LAINSBURGH

Lainsburgh Referral Program Agreement

1. Purpose

This agreement outlines the terms under which Lainsburgh (“the Company”) provides referral rewards to individuals (“the Referrer”) who introduce either potential clients or candidates leading to a successful placement.

2. Referral Categories and Fees

2.1. Client Referrals: If the Referrer actively introduces Lainsburgh to a company (e.g., by connecting us to an HR representative, hiring manager, or other decision-maker), and this introduction leads to a successful placement and fee collection by Lainsburgh, the Referrer will receive a **one-time referral fee of €5,000 (five thousand euros) per company** that Lainsburgh has not engaged with in the past.

2.1. Candidate Referrals: If the Referrer introduces a candidate who was not previously approached by Lainsburgh for a specific role, and Lainsburgh subsequently places that candidate for that role and receives a fee, the Referrer will receive a **one-time referral fee of €500 (five hundred euros).**

3. Payment Conditions

Referral fees are payable only after the placement’s guarantee period has expired and Lainsburgh has received full payment from the client.

4. Taxes

All referral fees are gross amounts. The Referrer is responsible for declaring and paying any applicable taxes, including VAT, in accordance with their local regulations.

5. Miscellaneous

This agreement does not create any employment, agency, or partnership relationship between the parties. Lainsburgh reserves the right to amend or terminate the referral program at any time, with such changes applying only to future referrals.