

# TONY'S CHOCOLONELY EMPLOYMENT AGREEMENT

## START

what's your name?

.....  
 start date:  indefinite period  
 till date

your role:

job level:



(check out your impact profile for all the details)

work location:

Amsterdam

probation period:

0 1  
month(s)

We both can break

up at any time, in writing and with the statutory notice period in mind. Our collaboration stops automatically on the day you reach the State Pension Age (AOW in Dutch..)

## ON A SERIOUS NOTE, PART 1

- You agree that you will handle all confidential Tony's information eh.. confidentially.
- All work results that you develop or create, solely or jointly with others, during your employment with us is owned by Tony's Chocolonely (called 'Intellectual Property rights'..). When we split up, you will return all documents relating to our business and your work for us to us (like reports, manuals, drawings, correspondence and customer lists), obtained by you during your time with us, without keeping any copies.

# OUCH!

..mind your step! you're off to those nerve-racking serious notes



gross salary:

€ ...  
 per month (on a fulltime basis)  
 + 8% holiday allowance.

number of hours per week:

4 0

divided over

0 5

working days.

(but hey.. results are more important than the number of hours you make)

Unlimited holidays, with a minimum of 28 days (based on a fulltime working week). You have to take these days off as a minimum to stay healthy and sane and to make sure you spend enough time with family, friends and to things you like to do.

## ON A SERIOUS NOTE, PART 2

- You can't accept a provision or compensation from our relations or clients. Only if it's chocolate coins.
- Want to combine your job at Tony's with another fancy side job? Make sure you discuss it upfront.
- The Serious about People Guide, as it is or as it will be, is part of this agreement so read it well before you sign..
- This Agreement falls under Dutch law.

**STOP**  
**YOU ARE GOING TOO FAST!**

..go to the serious stuff for a cool down!

other Tony's benefits:

- expense allowance of € .. per month for work related purchases
- Annual company bonus
- pension plan
- participation in Tony's Chocolonely's Stock Purchase Plan (Golden Wrapper), when you meet the rules and conditions of the plan
- a monthly commuting allowance
- NS business card for work related travels
- a bright, shiny company car
- Swappiets

## BACK TO START

PS. We will take a lovely mugshot of you and put it on a ehh.. mug, among other things, like our website or annual FAIRreport. You might also be photographed on other moments, because we occasionally give a peek of working life at Tony's online or in other publications. Mhkay?

## HOORAY

Marieke Been (on behalf of Jan Huij), for Tony's Team B.V. says..

yes  no

Tony's Chocolonely  
 Danzigerkade 23B  
 1013 AP Amsterdam

sign here →

..... says..  yes  no

you sign here →