STANDARD SERVICE AGREEMENT

Contract governing the terms of service between the Employer and ASL Agency

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1. Parties

This Standard Service Agreement is entered into between ASL Seasonal Labor Platform, a licensed labor recruitment agency registered under Thai law ("Agency"), and the Employer identified in the registration record ("Employer").

By engaging the Agency's services, the Employer acknowledges and agrees to the terms set out in this Agreement.

2. Scope of Services

The Agency agrees to source, screen, and present qualified Thai and Vietnamese seasonal agricultural workers to the Employer for placements in Norway or Germany.

Services include: candidate pre-screening, document verification, visa application coordination, travel logistics support, and post-placement monitoring.

The Agency does not guarantee placement of any specific number of workers and acts solely as an intermediary between workers and employers.

3. Recruitment Fees

The Employer shall pay a service fee as agreed in the individual placement contract. Fees are split into two milestones: 50% Deposit upon contract signing (Approved status) and 50% Final payment upon worker arrival on-site (On-Site status).

All fees are invoiced in the Employer's local currency (NOK for Norway, EUR for Germany) calculated from a Thai Baht (THB) base fee using the prevailing Stripe exchange rate at the time of invoice.

The Agency strictly separates pass-through government fees (visa, embassy, medical) from Agency service fees in all invoices.

4. Employer Obligations

The Employer must provide accurate and complete information about job roles, working conditions, accommodation, wages, and any other terms that will be disclosed to workers.

The Employer is responsible for ensuring compliance with Norwegian or German labor law, including minimum wage requirements, working time regulations, and accommodation standards.

The Employer must provide suitable, habitable accommodation for all placed workers. Details of accommodation are disclosed to workers prior to contract signing.

The Employer must not charge workers for recruitment fees, accommodation deposits, or any costs that are the Employer's legal responsibility.

5. Fair Recruitment Principles

Both parties agree to uphold the ILO Principles on Fair Recruitment. No worker shall be charged recruitment fees directly or indirectly. Workers retain full freedom of movement and the right to retain their own identity documents at all times.

Any breach of fair recruitment principles constitutes a material breach of this Agreement and may result in immediate termination without refund.

6. Liability

The Agency's liability is limited to the service fee paid by the Employer. The Agency shall not be liable for any indirect or consequential loss arising from placement failure, worker conduct, or force majeure events.

The Employer indemnifies the Agency against claims arising from the Employer's breach of labor law, failure to pay workers, or provision of substandard accommodation.

7. Data Protection

Both parties shall process worker personal data in accordance with the EU General Data Protection Regulation (GDPR) and applicable Thai PDPA requirements. A separate Data Processing Agreement governs the specific responsibilities of each party.

8. Governing Law & Dispute Resolution

This Agreement is governed by the laws of the Kingdom of Thailand. Disputes shall first be resolved by good-faith negotiation. Unresolved disputes shall be submitted to binding arbitration in Bangkok, Thailand.