

This "LEAD AUDITOR / AUDITOR / TECHNICAL EXPERT SERVICE AGREEMENT" has been made between the employer, whose name-title and addresses are written below (will be referred to as SZUTEST) and LEAD AUDITOR / AUDITOR / TECHNICAL EXPERT (will be referred to as a team member) with their own request and free will, and with the conditions stated below.

1. PARTIES

THE EMPLOYER'S

Title : Szutest Conformity Assessment Inc.
Address : Tatlısu Mah. Akif İnan Sk. No: 1/1 34774,
Ümraniye – İstanbul

LEAD AUDITOR / AUDITOR / TECHNICAL EXPERT

Name Surname :
Birth Place and Year :
Residence Address :
Telephone Number :
Turkish Republic ID Number :

2. TERM OF THE AGREEMENT: This agreement between SZUTEST and the team member has been signed with the mutual consent of the parties on / / 20....., and valid for 1 (one) year from the date of signing. The agreement is terminated with the written request of any of the parties. The dates of the assignment are determined by mutual agreement of the parties.

3. SUBJECT OF THE AGREEMENT: The subject of this agreement is to work on issues related to the titles of
 Lead Auditor Auditor Technical Expert (Please see: Article 4)

4. RESPONSIBILITIES OF THE EXTERNAL EXPERT

- While the team member performs his/her duties, he/she keeps all kinds of written and verbal information received from SZUTEST, assigned company/companies, and related parties confidential and does not share it with third parties.
- The works that constitute the subject of this agreement shall be conducted by the **team member** in accordance with the relevant **legal regulations**, standards, procedures of SZUTEST.
- The **team member** will not harm SZUTEST or the employees and their property in the company that requests to be certified and will undertake the legal, financial, and penal consequences of the damages caused.
- The **team member** cannot delegate the work to third persons or companies either as a whole or in parts.
- In case that the **team member** fails to finish or it appears that he/she will not be able to complete the work within due time or fails to perform the work as desired and it is understood that he/she will not be able to carry out despite the warning, the team member will undertake other legal and financial liabilities along with the termination of this agreement.
- The **team member** undertakes to avoid any non-objective comments and evaluations during the **relevant activity**, and be impartial and independent.
- The **team member** will not ask for money, gifts, or any beneficial help or request from the audited company or personnel. If these are offered or given, the team member will definitely refuse and inform SZUTEST.
- The **team member** undertakes to inform any change about the qualification and training status to SZUTEST during the agreement period.
- The **team member** undertakes to attend the training courses invited by SZUTEST during the agreement period.
- SZUTEST's full-time staff cannot under any circumstances provide **consultancy (on issues such as management systems, halal certification, HACCP, design, purchasing, human resources, etc.) in assigned companies**. Their agreement will be terminated in the determination of such **activities**.
- In case the **team member** is in a condition that would damage the confidentiality, security, or impartiality, the **team member** is obliged to cover the expenses that may occur due to the damage given to both SZUTEST and the companies in which certification activity was performed.
- The **team member** should ensure that **occupational health and safety** measures are taken at the location. If the **team member** detects the existence of environments or situations that will endanger safety in terms of **occupational health and safety**, the **team member** should request this situation to be remedied. If a safe environment cannot be provided, the **team member** should **stop or interrupt the relevant activity** and **inform the authorities of the assigned institution with the justification of stopping/interrupting the activity**.

- For Halal Certification activities, the team member signs the FR.10 (HALAL) Confidentiality and Impartiality Commitment for Halal Certification, and the FR.10 Confidentiality and Impartiality Commitment in other fields of activity. The team member complies with the principles set out in these commitments.

5. RESPONSIBILITIES OF SZUTEST

After the team member fully performs the assigned activity (audit/inspection/delivery of test report, performing monitoring activities for nonconformities, if any, etc.), SZUTEST will pay * per day spent at the customer's facility. The payment **will be made** after the services have been completed. No payment is done for activities in which the **team member** participates for the purpose of training/observing/learning the **activity** for which the **team member** is trained and **authorized/will be authorized**.

Damages to equipment and third parties that may be caused by the **team member** assigned by SZUTEST while performing the **relevant activity** during the duty are covered by the professional liability insurance made by SZUTEST.

The risks and damages that the **team member** may encounter during the departure and return to the place of duty **will be covered by the social security that the team member has in accordance with the rules of the country of citizenship and/or the countries where the team member is present or resides and subject to its social security.**

- The **team member**, who does not have any social security in accordance with the conditions of the country the team member is in, the **team member** should **notify SZUTEST in writing**. In accordance with the laws and regulations of the country where the team member is located, the social security that will be valid for the days of the assignment will be covered by SZUTEST and/or will be covered by the team member on an intentional basis.
- SZUTEST is obliged to give the documents of **SZUTEST** related to the work to be done **and/or the necessary authorizations in the software modules** on time.
- SZUTEST is obliged to protect the confidentiality of all documents and information related to the **team member**. However, if this information is requested by the organization(s) that accredited/authorized SZUTEST (Turkish Accreditation Agency, Halal Accreditation Agency, etc.) or authorized bodies of relevant ministries (Turkish Republic Ministry of Commerce, Turkish Republic Ministry of Industry and Technology, Turkish Republic Ministry of Environment and Urban Planning, Turkish Republic Ministry of Health, Turkish Republic Ministry of Family, Labor and Social Services, competent authorities for medical devices in the Member States) and/or unless prohibited by law, SZUTEST may have to provide information to third parties for legal reasons. In this case, SZUTEST necessarily informs the relevant party of this contract.
- SZUTEST has the right to compensate for all damages if it is determined that the team member has shared all kinds of written and verbal information and documents received from the company/companies and related parties with third parties without justification.

THE AUTHORIZED COURT AND EXECUTION OFFICE

- For any dispute arising from this contract, **Istanbul Courts and Execution Offices are authorized, and Turkish law applies in disputes.**

SZUTEST
CONFORMITY ASSESSMENT INC.

Team Member

Name Surname:

Name Surname:

Signature:

Signature:

* This payment is not made for SZUTEST's **full-time personnel**. It is increased according to the relevant conditions in the "FR.IK.07 Fixed Term Employment Contract/FR.IK.08 Indefinite Term Employment Contract" within the scope of personnel salary.