



HelloFresh NL

Dear **Sravya Babu**,

We are pleased to offer you an employment position as Junior Data Engineer with **HelloFresh**. The employment commencement date will be tentatively **September 17th, 2024, contingent upon a background check**.

Position: Junior Data Engineer

Department: Data Engineering

Location: Amsterdam

Reporting

You will report to **Jeroen Entjes** or another manager as decided by an authorized representative of the Company.

Probation Period

You will be subject to a probationary period of two months starting from your first day of employment. During this period, either party may terminate the employment relationship with one week's notice. Upon successful completion of the probationary period, your employment will be confirmed.

Annual Leave

You are entitled to 25 days of paid annual leave per year. Leave must be requested and approved in advance by your manager. Unused leave may be carried over to the following year as per Dutch law.

Working Hours and Overtime

Your standard working hours will be 40 hours per week, from 9:00 AM to 5:30 PM, Monday to Friday. You may be required to work additional hours as necessary to perform your duties. Overtime will be compensated according to Dutch labor laws and company policy. You must obtain prior approval from your manager for any overtime work.

Sick Leave and Medical Benefits

If you are unable to work due to illness, you must notify your manager as soon as possible. You are entitled to sick leave in accordance with Dutch law and company policy. A medical certificate may be required for absences longer than two days. You are eligible for medical insurance as provided by the company. Details of the medical benefits will be provided in a separate document.

Maternity and Paternity Leave

In accordance with Dutch law, you are entitled to maternity or paternity leave. Female employees are entitled to 16 weeks of paid maternity leave. Male employees are entitled to 1 week of paid paternity leave and an additional 5 weeks of unpaid paternity leave, which can be taken within 6 months of the child's birth. The unpaid paternity leave can be compensated by the Employee Insurance Agency (UWV).

Confidentiality

For the term of your employment and for two years thereafter, you will maintain complete confidentiality with respect to all information, documents, and materials that may come into your possession through employment by the Company, including your Employment Agreement. You will not actively or passively divulge any such information, documents, or materials to anyone outside the Company for any reason except where approved by an authorized representative of the Company. This obligation will extend to proprietary information, documents, and materials belonging to any office of the Company, its clients, or other third parties which are received by you or by the Company. Breach of confidentiality is cause for immediate dismissal without pay in lieu of notice. You acknowledge and agree that in the event of any Confidentiality breach, the Company shall be entitled to seek judicial remedies for the redress of such breach, including, without limitation, the right to seek injunctive relief.

Working Location

Your primary workplace will be at the Company's offices as agreed upon with your manager. However, the Company reserves the right to require you to visit onsite locations or transfer you to another office that may be established in the future. Refusal to comply with such a transfer request will be viewed as a reluctance to perform your duties and support the Company's interests. In such an event, the management may, at its discretion, terminate your employment by providing one month's notice or one month's salary in lieu of notice, notwithstanding any other provisions herein.

Salary Breakdown and Deductions

Your annual gross salary will be €49,000, which will be paid in monthly installments.

Below is a detailed breakdown of your monthly salary:

Gross Monthly Salary: €4,083.33

Taxable Income: €4,083.33

Deductions:

- **Income Tax:** Approximately 37.07% of taxable income.
- **National Insurance Contributions (Volksverzekeringen):** Approximately 27.65% combined for pension (AOW), long-term care (WLZ), and other contributions.
- **Employee Insurance Contributions (Werknemersverzekeringen):** Approximately 6.7%.
- **Health Insurance Premium:** Approximately €120 per month (individual coverage).

Net Monthly Salary: €3,450 (approximate calculation based on current tax laws and personal allowances).

Note: The actual net salary may vary slightly based on individual circumstances and updates to tax laws.

Notice Period, Company Property, and Additional Benefits

Either party may terminate the employment contract with one month's notice. The company may terminate your employment immediately for cause, including but not limited to gross misconduct or violation of company policies. Upon termination, you must return all company property in your possession, including laptops, mobile phones, access cards, and any other company-issued equipment. Failure to return company property may result in deductions from your final paycheck or other legal actions.

You will be provided with the following additional benefits:

- **Relocation Assistance:** If you are relocating from outside the Netherlands, the company will cover the cost of your flight ticket to the Netherlands and provide assistance with finding accommodation.
- **Pension Plan:** You will be enrolled in the company pension plan. Details will be provided during your orientation.
- **Training and Development:** The company offers opportunities for professional development and training programs.
- **Transport Allowance:** You will receive a monthly transport allowance to cover commuting expenses.
- **Performance Bonus:** Based on your performance, you may be eligible for an annual performance bonus. The bonus amount will be determined by your performance review and the company's financial performance.
- **Salary Review and Increment:** Your salary will be reviewed annually. Based on your performance and market conditions, you may be eligible for a salary increment.

Documents Required

To facilitate your employment process and prepare for your relocation to the Netherlands, please submit the following documents along with your signed acceptance of this offer letter:

- A clear, scanned copy of your passport, including all pages showing personal details and photograph.
- Certified copies of your educational qualifications, including transcripts and degree certificates from your highest educational institution.
- Any relevant professional certifications or licenses related to your field, if applicable.
- Proof of current address in your country, such as a recent utility bill or bank statement (not older than three months).
- A copy of your Indian ID card or other national identification document.

Upon obtaining your visa for the Netherlands, please promptly provide us with a copy for our records. This will ensure smooth processing of your employment and relocation arrangements.

Governing Law

This Agreement will be governed and construed in accordance with the laws of the Netherlands.

Amendment

Any changes in this Agreement shall be made in writing and signed by both you and an authorized representative of the Company.

Termination

Either party may terminate the employment contract with two months' notice. The company may terminate your employment immediately for cause, including but not limited to gross misconduct or violation of company policies. Upon termination, you must return all company property in your possession.

Entire Agreement

This Agreement constitutes the entire agreement between you and the Company and supersedes all prior agreements and understandings, whether written or oral, relating to your employment.

We look forward to welcoming you to our team. Please indicate your acceptance of this offer by signing and returning the enclosed duplicate copy of this letter by **12 July 2024**.

Yours sincerely,



Urvashi Dhomeja

Talent Acquisition Partner

HelloFresh Benelux CV | Spaklerweg 50-52 | 1114 AE Netherlands

I, **Sravya Babu**, accept the terms and conditions of the employment as outlined in this Employment Agreement with **HelloFresh**.



Signature:

Date: 01.07.2024