



## **WEEM TERMS AND CONDITIONS**

### **WEEM COMMITMENTS**

By welcoming you into the WEEM community of talents, we commit to:

- Comply strictly with current legislation in France and in the countries where WEEM operates
- Respect others, and in particular the fundamental rights of individuals as defined in the Universal Declaration of Human Rights, and the European Convention on Human Rights
- Offer you assignments as soon as the criteria for your profile match those of those of our customers
- To provide you with a transparent description of our clients' context and expectations before each assignment we offer you
- Validate your interest in the assignment before presenting your profile to the client
- Give you all the information you need to succeed in your interviews with the client
- Provide you with rapid feedback on the client's decision
- Provide regular updates to ensure that you have everything you need to succeed, and that the mission goes as smoothly as possible
- Let you benefit from the expertise of WEEM community members if you need advice during the project
- Not to distribute your data except with your explicit consent
- Pay you within 30 days of receipt of your invoice
- Offer you the services of our partners to help you in your daily life as an independent

### **TALENT COMMITMENTS**

By becoming a member of the WEEM community, you commit to :

- Communicate honestly about your career path and the achievements mentioned above
- Provide us, if necessary, with relevant supporting documents, in particular references for your assignments, legal documents relating to your freelance status, and examples of deliverables produced.
- Respond promptly (within 24 hours if possible) when we offer you an assignment opportunity.
- Inform us of any possible conflict of interest with your personal activities before WEEM communicates your profile to the client.
- Prefer to be positioned by only one market player (talent platform, consulting firm, etc.) for a given assignment.
- Prepare yourself as well as possible for customer interviews



- Formalize your methodological approach at a client's request
- Not undermine WEEM's values (audacity, joy, tenacity and precision) with the clients.
- Demonstrate professionalism, intellectual honesty and confidentiality in all your actions and exchanges in connection with your WEEM mission.
- Keep us regularly informed of the progress of the mission, and mobilize us if necessary.
- Commit to carrying out the mission seriously, from start to finish.
- Share with us the deliverables or your feedback at the end of the mission. Deliverables are for WEEM's internal use only and will not be shared with third parties.
- Undertake not to subordinate the client's interest to your own commercial or other interests.
- Respect WEEM's commercial investment by not contracting directly with clients met through WEEM, except with WEEM's prior agreement.

All members of the community undertake, on pain of exclusion, to abide by these rules by all their teams and contributors in the context of the missions they carry out.

If you have any questions about these commitments, don't hesitate to contact us at [talent@weem.group](mailto:talent@weem.group).