

NON-LABOUR HIRE ACKNOWLEDGMENT

THE CUSTOMER ACKNOWLEDGES AND AGREES THAT:

- The Service Providers are not labour-hire personnel.
- The Company retains all responsibility for the Service Providers' employment, payment, supervision, and management.
- The Customer will not direct, control, or supervise the Service Providers. Any instructions or directions regarding the cleaning tasks will be communicated to The Company, who will then convey them to the Service Providers as needed.
- The Customer will not engage in any employment relationship with the Service Providers, either explicitly or implicitly.
- The Service Providers are not to be treated as employees or contractors of The Customer under any circumstances