



REFERRAL POLICY DÜMMEN ORANGE

This policy is created to incentivize employees of Dümmen Orange in the Netherlands to mobilize their personal network to recommend potential candidates they believe would fit within the Dümmen Orange culture, as well as the capabilities and requirements of a specific role. We believe our employees are the best ambassadors for our future colleagues. That is why you can qualify for a bonus of € 350 gross when you successfully refer an external candidate.

Conditions to receive the referral bonus

- Process: The candidate must actually be referred by the employee. The employee sends an e-mail to HR.NL@DummenOrange.com with the name of the candidate including a motivation for the referral of this candidate. The candidate then applies via the website where the candidate clearly refers to the employee.
- If an employee refers a candidate as an open application and this person is hired within a period of 6 months, the referring employee also qualifies for the bonus; provided the process mentioned above has been followed;
- This policy is not applicable for referring interns and on-call employees ('oproepkrachten');
- This policy is only applicable for candidates who are, at this moment or in the past, not working for Dümmen Orange or one of its affiliated companies;
- Because we feel that recruiting talent into the company is a core part of some roles within the organisation, ExCo members and employees of the HR department are not eligible for a referral bonus.
- The bonus will be paid to the employee who has referred the candidate when the probation period of the candidate has been passed successfully.
- An employee cannot receive more than 3 referral bonuses within a period of 6 months.