General Terms and Conditions for Business Clients of Invozio LV SIA

Last updated 23 September 2026

Company details

Invozio LV SIA
Registration number in Sweden: 502085-4062
Approved for F-tax and registered for VAT in Sweden.

Registered office
Cesu iela 43–55, LV-1012 Riga, Latvia
Latvian company registration number: 53603082311

Branch in Estonia
Ahtri tn 12, Kesklinna linnaosa, 10151 Tallinn, Harju maakond, Estonia
Estonian registration number: 16606396

The management of the company is exercised from the address of the branch in Tallinn.

Definitions

In these terms, the following definitions apply:

Invozio — Invozio LV SIA, registration number in Sweden 502085-4062, Latvian company registration number 53603082311, with a branch in Tallinn, Estonia, Estonian registration number 16606396.

The Client — the legal person engaging a Consultant through Invozio and having accepted these terms.

The Consultant — the natural person performing the Assignment for the Client within the framework of his or her umbrella employment (Swedish: *egenanställning*) with Invozio.

The Assignment — the work performed by the Consultant for the Client and invoiced through Invozio.

Assignment Agreement — the agreement entered into for each Assignment between Invozio and the Consultant, and where required also the Client.

Invoice Basis — the documentation forming the basis for invoicing the Client and paying salary to the Consultant.

1. Scope

These terms govern the relationship between Invozio and the Client.

The relationship between Invozio and the Consultant is governed by Invozio's general terms for umbrella employment and by the Assignment Agreement.

These terms apply from the Client's acceptance until the engagement is terminated under Section 15.

2. Authority of the Client

The person accepting these terms or registering Assignments on behalf of the Client certifies that he or she is authorised to bind the Client.

The Client is responsible for all actions taken via the Client's account on the platform.

3. Assessment and credit check

Invozio is entitled to reject an application to become a client.

By applying for an account or registering an Assignment, the Client consents to Invozio obtaining a credit report for the purpose of assessing the ability to pay.

Where the Client does not meet the requirements applicable from time to time, Invozio is entitled to terminate the engagement under Section 15.

4. Registration of Assignments

Assignments are registered on the platform before work commences. Registration shall state the Consultant's name and occupation, the nature and scope of the Assignment, the level of remuneration and the planned period.

Invozio approves the Assignment before an Assignment Agreement is generated. Invozio is entitled to decline an Assignment. The grounds for declining shall be communicated to the Client.

Where the nature or scope of the Assignment changes materially, this shall be notified to Invozio before the change is implemented.

5. The Client's warranty regarding the Consultant's status

The Client warrants that the Consultant is not, and has not within the preceding twelve months been, employed by the Client or by a company within the same group.

Where the Consultant has previously been employed by the Client, this shall be notified to Invozio before the Assignment is registered. Invozio is entitled to decline the Assignment.

The Client is responsible for ensuring that the engagement does not contravene law, collective bargaining agreements or agreements with third parties, and shall indemnify Invozio against claims arising from breach of this Section.

6. Direction of work and allocation of responsibility

Invozio is the employer of the Consultant and is responsible for the employment agreement, salary payment, tax deductions, employer social security contributions and insurance under Section 12.

The Client is responsible for the day-to-day direction of work and for ensuring that the Assignment is performed as agreed.

The Client is responsible for the working environment at the place where the Assignment is performed, for necessary induction and instruction, for protective equipment, and for compliance with working time rules. The Client shall without delay notify Invozio of any accident, incident or working environment risk concerning the Consultant.

The Client shall provide Invozio with the information required for Invozio to fulfil its obligations as employer.

7. Prices and fees

Invozio's fees are set out in the price list applicable from time to time or in a separate agreement with the Client.

Invoicing takes place in accordance with the registered Invoice Basis.

Invozio reports employer social security contributions to the Swedish Tax Agency on the Consultant's behalf. Where a reduction of employer social security contributions is granted — for example on the basis of the employer's domicile or the Consultant's age — such reduction forms part of Invozio's remuneration for the service.

8. Payment terms

Payment shall be made within the period stated on the invoice.

In the event of delay, late payment interest accrues under the Swedish Interest Act (1975:635) together with a

reminder fee of SEK 60.

Where the claim proceeds to debt collection, a fee of SEK 450 is added.

Any objection to an invoice shall be made in writing, stating the grounds, within eight days of the invoice date. Any undisputed portion shall be paid within the ordinary period.

9. Intellectual property

Rights to the work product created by the Consultant during the Assignment are governed between the Client and the Consultant in the Assignment Agreement or in a separate agreement between them.

Invozio makes no claim to rights in the work product and gives no warranty as to the scope or validity of such rights.

10. Confidentiality

Neither party may, during the term of the agreement or thereafter, disclose or use confidential information concerning the other party or the Consultant, other than to the extent necessary to perform the agreement or as required by law.

The Client may not disclose personal data obtained through Invozio beyond what is required for performance of the Assignment and for invoicing.

Where necessary, a separate confidentiality agreement shall be entered into between the Client, Invozio and the Consultant.

11. Processing of personal data

Invozio is the data controller for the processing of personal data concerning the Client's contact persons and for the processing of the Consultant's personal data within the framework of the employment.

To the extent the Client registers personal data concerning its own clients or contacts on the platform, Invozio processes such data as a data processor on behalf of the Client. A data processing agreement in accordance with the appendix is deemed concluded upon the Client's acceptance of these terms.

Processing is carried out in accordance with Invozio's privacy policy and applicable data protection legislation.

12. Insurance

Invozio holds liability and accident insurance covering the Consultant during performance of approved Assignments.

The insurance policies determine which occupations and types of work may be performed through Invozio. The Client is responsible for verifying that the Assignment is covered before work commences. Current insurance certificates are provided on request.

The Client is responsible for ensuring that the Consultant is covered by the same protection as applies to the Client's own personnel at the workplace in question as regards working environment and protective equipment.

13. Limitation of liability

Invozio's liability towards the Client is, on any ground, limited to the amount invoiced by Invozio to the Client in respect of the relevant Assignment during the preceding three months.

Invozio is under no circumstances liable for indirect damage, loss of profit, loss of data or other consequential loss, unless intent or gross negligence is established.

Invozio is not liable for the Consultant's performance of the Assignment, for the quality of the work product, or for completion of the Assignment. Invozio's undertaking concerns employment, administration, invoicing and salary

payment.

The limitation does not apply to liability which under mandatory law cannot be limited.

14. Force majeure

A party is released from damages and other consequences where performance of the agreement is prevented or materially impeded by circumstances beyond that party's control, such as government action, war, strike, blockade, fire, natural disaster, pandemic or failure in external infrastructure, including banking, payment and identification services.

15. Termination

Either party is entitled to terminate the engagement on 30 days' notice. Ongoing Assignments are completed unless the parties agree otherwise.

Invozio is entitled to terminate the engagement with immediate effect and withdraw an invoice where:

- the Client fails to perform its obligations under these terms
- the Client is in default of payment and has not paid following a reminder
- the Client has provided incorrect or misleading information regarding the Assignment or the Consultant's status under Section 5
- the Client has failed to inform Invozio of circumstances material to performance of the Assignment, to the Client's ability to pay, or to the insurance cover
- the Client's financial position has materially deteriorated
- the platform has been used to invoice disputed claims

16. Reference client

Invozio is entitled to state the Client's business name and logotype as a reference in marketing. The Client may withdraw this consent in writing at any time.

17. Amendments to the terms

Invozio is entitled to amend these terms. The Client is notified at least 30 days before the amendment takes effect.

Continued use of the service after the effective date constitutes acceptance. A Client who does not accept the amendment is entitled to terminate the engagement at no cost.

18. Governing law and dispute resolution

These terms are governed by Swedish law.

Disputes shall in the first instance be resolved through negotiation. Where no agreement is reached, the dispute shall be determined by a court of general jurisdiction, with Stockholm District Court as the court of first instance.

19. Miscellaneous

The Client may not assign its rights or obligations under these terms without Invozio's written consent.

These terms constitute the entire agreement between the parties in the matters governed herein and supersede prior agreements in the same matters.

Should any provision be found invalid, this does not affect the validity of the remaining provisions.

20. Governing language

These terms have been drawn up in Swedish and translated into English.

In the event of any discrepancy between the language versions, the Swedish version shall prevail.