

GENERAL TERMS AND CONDITIONS

of the DearEmployee GmbH – Bleicherstr. 14, 78467 Konstanz

As of: 15.10.2025

A. General Terms and conditions

1. Scope of Application

- 1.1. These General Terms and Conditions (hereinafter referred to as “GTC”), together with the applicable annexes and contractual amendments, govern the contractual relationship between DearEmployee GmbH, Bleicherstr. 14, 78467 Konstanz (hereinafter referred to as “DearEmployee” or “we”; full contact details available at <https://www.dearemployee.de/en/imprint>) and its customers (hereinafter referred to as “Customer”) regarding the access, use, and booking options granted by DearEmployee for the web-based Workplace Mental Health Software “DearEmployee” (hereinafter referred to as “Software”).
- 1.2. These GTC apply exclusively if the Customer is an entrepreneur within the meaning of Section 14 of the German Civil Code (BGB), a legal entity under public law, or a special fund under public law within the meaning of Section 310 (1) BGB. We reserve the right to verify this by requesting appropriate evidence.
- 1.3. Our GTC apply exclusively. Any terms and conditions of the Customer that deviate from, conflict with, or supplement these GTC shall only become part of the contract if we have expressly agreed to their applicability. This requirement for express consent also applies if the Customer refers to its own terms and conditions in the context of an order and we do not expressly object to them.
- 1.4. The content of individually agreed arrangements shall, subject to proof to the contrary, be determined by a written contract or our written confirmation.
- 1.5. All legally relevant declarations and notifications by the Customer must be submitted in writing (written or text form) via a contact form known to the Customer within our Software or to the designated contact email address. Any additional statutory form requirements remain unaffected.
- 1.6. The contractual language shall be exclusively German, unless a different contractual language is expressly agreed for another language version of these GTC.
- 1.7. The currently valid version of these GTC can be requested from DearEmployee at any time and will then be made available by us.

2. Subject Matter of the Contract

- 2.1. DearEmployee provides its Software as Software-as-a-Service (SaaS) for use following registration by the Customer. The Software is **a web-based solution** developed by DearEmployee for conducting and analysing **employee surveys**, as well as for **planning, selecting, and implementing measures** to protect and promote occupational health and safety, personnel and organizational development, and comparable initiatives. Within the scope of the Software's functionalities, it can be booked either as a comprehensive package or as individual service packages, available in both paid and free (freemium) versions. The respective service packages and bookable product features are described in the individual offers.
- 2.2. DearEmployee provides an online marketplace within the Software. This marketplace includes offers and provider profiles of external experts in the fields of occupational health management, workplace safety, occupational medicine, as well as personnel and organizational development, and is aimed at various target groups within the Customer's organization. Offers are recommended based on the evaluation of survey results. The portfolio of offers includes, for example, consulting services, workshops, training sessions, and digital applications (apps).

These measures are generally not provided by DearEmployee but by qualified third parties (hereinafter referred to as "Providers"). DearEmployee merely facilitates the measures offered by Providers through the platform and therefore does not become a contractual party with respect to the booked measure. Instead, DearEmployee provides a booking platform for Providers and Customers. The contract for the implementation of a measure is concluded solely between the Provider and the Customer.

If DearEmployee offers its own measures on the online marketplace, this will be indicated in the respective offer. In such cases, additional terms and conditions may apply to DearEmployee's offers. The Customer is obliged to observe any applicable guidelines when booking measures, provided these are made available on the online marketplace.

The marketplace is intended for:

- a) Direct Customers with marketplace access
- b) Partner end customers with a general marketplace
- c) Partner end customers with a partner-specific marketplace

- 2.3. The Software is additionally complemented by a mobile application ("Employee App"), which can be booked by Customers as an add-on. Through this app, employees ("Users") of Direct Customers or Partner End Customers can, after successful registration, view their self-assessment of their work situation as well as the health and personnel measures offered. Access to and invitations for the web app are issued by the Customer. DearEmployee has no influence over the access granting process.
- 2.4. The contractual components generally include: the main service agreement between the parties as concluded, these General Terms and Conditions, the data processing agreement, the respective service descriptions, and, where applicable, individual written arrangements between the parties. Any deviations from the existing content of these contractual components shall be recorded in writing. In this context, confirmed emails shall also be deemed "in writing."

3. Contracting Parties

- 3.1. Contracting parties within the scope of these GTC may include:
- Direct (end) customers
 - Partner customers (cooperation partners who resell the Software to their own customers)
 - Freemium customers (use of the freemium version with limited content)
- 3.2. When the Employee App is used by Users (employees of the Customer), the contracting party of DearEmployee is the Customer. Use by the Users merely constitutes an additional means of accessing functionalities, granted by the Customer as the User's employer under these GTC. The Customer is solely responsible for the proper use of the Employee App in accordance with the terms of these GTC.

4. Offer, Conclusion of Contract, and Registration

- 4.1. **Offer and Conclusion of Contract for Paid Software upon Customer Request:**
The presentation of the Software on the website, as well as on referenced platforms and the depiction of the Employee App on the internet, via distribution platforms, or in other media, does not constitute a binding offer by DearEmployee. It merely provides interested companies with the opportunity to submit a request to use the Software.

Based on such a request, DearEmployee will issue a non-binding and non-obligatory offer including the relevant service overview and product description. If the Customer accepts DearEmployee's offer, DearEmployee will send an electronic confirmation. Only upon this confirmation is the contract concluded, and access to the Software can then be activated in accordance with the registration process by confirming the email address and setting a password. Until the contract is definitively concluded, no claims for contract performance or related entitlements against DearEmployee may be asserted. The terms and scope of use shall be agreed between the parties upon conclusion of the contract, incorporating these GTC.

- 4.2. **Offer and Conclusion of Contract for Paid Software via Direct Booking on the Website or within the App:**

The User may book paid services from DearEmployee through a checkout process. The individual technical steps are explained transparently during the checkout process. The presentation of services in the checkout does not yet constitute a legally binding offer. By clicking the appropriately labelled button (e.g., "order with payment obligation"), the User submits a binding offer to conclude a contract for the selected services and agrees to these GTC. We will confirm receipt of the order without delay by email. This confirmation of receipt does not constitute acceptance of the offer unless acceptance is expressly stated therein. The contract is concluded at the latest upon our declaration of acceptance or activation of the User account/service, whichever occurs first. The contract text (consisting of the order, GTC, service description, and pricing information) will be stored by us and provided to the User in text form (e.g., by email). The contractual language is German unless expressly agreed otherwise

- 4.3. **Conclusion of Contract and Use of the Freemium Version:**
To use the DearEmployee Software, registration with an email address and password is required. During registration, the User must actively check a box to indicate consent to these GTC and agreement to the processing of personal data in accordance with our Privacy Policy. After submitting the registration, the User will receive an email containing a confirmation link (double opt-in). The specified email address is verified only when the account is activated by clicking this link. The contract for the use of the DearEmployee Software is concluded once we confirm the

User's registration by email following successful verification or activate the User account (receipt of registration confirmation).

- 4.4. For all Customer registrations or activation of authorized employees (Users) who create and/or manage surveys or administer the Customer account, the Customer must observe the following requirements for all available versions (paid and free):
 - Users must be at least 18 years old.
 - Users must keep access credentials confidential and take appropriate measures to prevent third-party access.
 - The Customer must ensure that Users comply with the provisions of these GTC.
- 4.5. There is no entitlement to the conclusion of a contract; DearEmployee may reject registrations without stating reasons. The User is obliged to provide truthful and complete information during registration and to keep access credentials confidential. Email addresses used in the registration process must be assigned to an individual and may not consist solely of generic or functional designations without a name component (e.g., team or group mailboxes are not permitted).
- 4.6. Creating more than one user account for the same natural or legal person is not permitted. The user account is non-transferable.

B. Services, Rights, and Obligations of DearEmployee

1. Access and Use of DearEmployee Software

- 1.1. During the term of the contract, DearEmployee grants the Customer access to the Software for its own purposes in order to use the information and functionalities offered by the Software.
- 1.2. The scope of the Software's functionalities is modular. The specific range of services for each Customer depends on the service package(s) booked. The respective scope of services is determined by the agreements expressly made between the parties.
- 1.3. The Customer may increase the agreed scope of services at any time (e.g., number of authorized Users, extended service package). If the Customer increases the scope of services, the corresponding additional costs will be invoiced.
- 1.4. At the end of the contractually agreed term, the customer may switch to a package with a lower scope of services or reduce the number of licenses for the next contract term.
- 1.5. Additional services (e.g., support with the initial setup of a customer account) are not part of DearEmployee's contractual obligations. However, these may be provided by DearEmployee on a case-by-case basis for a fee, based on a separate offer.
- 1.6. The customer is given the option to set up access to the software for natural persons as authorized employees (users) or for its own clients (end customers). These individuals may use the software's functionalities on behalf of the customer. The customer is obliged to ensure that its users/end customers use the software in accordance with these Terms and Conditions and

comply with the customer's obligations. Actions of the users/end customers shall be deemed actions of the customer.

- 1.7. DearEmployee is not responsible for content posted by customers in their area. DearEmployee points out that any violations of applicable law must be borne by the posting customer.

2. Provision of the Software

- 2.1. DearEmployee provides the services described in A.2. with the customary care in accordance with recognized technical standards. The software, the computing power required for its use, and the storage and data processing capacity necessary for operating the software and storing the data entered by customers are provided by DearEmployee.
- 2.2. DearEmployee is not responsible for establishing and maintaining the data connection between the customer's IT systems and DearEmployee.
- 2.3. DearEmployee reserves the right to restrict access to the software, in whole or in part, temporarily or permanently, due to maintenance work, security measures, data protection reasons, capacity issues, or other events beyond its control.
- 2.4. For optimal use of DearEmployee's offerings and features, it is recommended to use common browsers in their latest version. In addition, the browser settings must allow the use of cookies and JavaScript. If these technical requirements are not met by the customer, the usability of DearEmployee's services may be limited. DearEmployee is not responsible for these limitations.
- 2.5. The customer has no right to receive the source code of the software or any individual functionalities of the software.

3. Updating the Software

- 3.1. DearEmployee may, in accordance with legal requirements, modify the software and the services offered through it during the contract term, particularly to adapt them to technological advancements. This includes adding new functionalities, changing the user interface, and making adjustments to the backend. DearEmployee reserves the right to modify the services offered through the software without prior notice in order to provide the customer with an optimized service offering, provided that the software remains suitable for the agreed purpose and the optimized offering is reasonable for the customer, taking into account the interests of both parties. Furthermore, DearEmployee is entitled to make changes, adjustments, restrictions, or remove functionalities of the software and related services if required by amended legal regulations or standards or by new technical or scientific findings. The method of implementation is at DearEmployee's discretion. The customer has no right to the maintenance or introduction of specific functionalities.
- 3.2. For service packages offered free of charge, DearEmployee is entitled to make changes, adjustments, restrictions, or remove functionalities of the software and the related services without limitation. This also includes discontinuing the entire free service package.

4. Availability and Incident Handling

- 4.1. DearEmployee guarantees an availability of 99.4% per month, excluding scheduled maintenance work.
- 4.2. DearEmployee will begin addressing technical issues with the software that fall within its area of influence and responsibility within 24 hours of becoming aware of them, in order to ensure the most uninterrupted operation of the software possible.
- 4.3. The customer/user is obliged to report disruptions to DearEmployee without delay and, after confirmation of receipt of the fault report, to cooperate in troubleshooting.
- 4.4. DearEmployee will inform the customer immediately after becoming aware of the need for the restriction and will make every effort, given the circumstances, to keep the restrictions as minimal as possible. If restoring access is permanently impossible, DearEmployee may, after notification, terminate the contract extraordinarily with respect to this specific circumstance.
- 4.5. DearEmployee expressly points out that there may be restrictions or impairments in the use of the software that are beyond DearEmployee's control. These include, in particular, actions by third parties not acting on behalf of DearEmployee, technical failures beyond DearEmployee's influence, and force majeure. In the case of technical failures beyond its control, DearEmployee is not obliged to remedy the issue. Performance disruptions will be handled in accordance with the law applicable to service contracts.

5. Support

- 5.1. Depending on the package booked, DearEmployee offers the customer technical support. This is provided via email or through the channels and contact details made available by DearEmployee within the software.
- 5.2. As part of technical support, customer inquiries regarding the use of the software and reports of any functional issues are received and, where possible, answered.

6. Other Services

Any services provided by DearEmployee beyond the agreed scope shall be subject to separate remuneration. The applicable basis for this is an individual offer from DearEmployee.

7. Authorization to Use Company Name by DearEmployee

DearEmployee is entitled to use the customer's company name for advertising and marketing purposes. This includes mentioning the customer on social media and channels operated by DearEmployee. The customer may object to this use at any time in writing.

8. Data Backup

The customer grants DearEmployee the right to reproduce the data to be stored by DearEmployee for the customer for the purpose of performing the contract, insofar as this is necessary to provide the services owed under the contract. DearEmployee is also entitled, but not obliged, to keep the data in a backup system or separate backup data center. To resolve disruptions, DearEmployee is further entitled to make changes to the structure of the data or the data format.

9. Data Processing

- 9.1. The processing of personal data arising in the course of the business relationship is carried out on the basis of statutory data protection provisions. This data is primarily processed for the performance of the contract, to fulfill legal obligations, and to safeguard legitimate interests. If DearEmployee discloses data to third parties, such disclosure will only take place if it is necessary for the performance of the contract or due to a legal obligation.
- 9.2. DearEmployee may, depending on the contractual arrangement, act as a processor within the meaning of Art. 28 GDPR. In this case, DearEmployee processes personal data on behalf of the client (customer). Further details are governed by the data processing agreement concluded between the parties.
- 9.3. Further information about our privacy settings and the handling of personal data can be found in our privacy policy at <https://dearemployee.de/en/data-protection-policy-app/> .

C. RIGHTS AND OBLIGATIONS OF THE CUSTOMERS

1. Obligations of the Customer

- 1.1. The customer assures that the information provided during registration and in their customer account is accurate and complete. In particular, data of third parties may not be entered without authorization. Authorized employees (users) are not considered third parties in this context.
- 1.2. The customer is not permitted to share access credentials with unauthorized third parties. They are obligated to handle their access credentials carefully and to prevent misuse by unauthorized third parties. If the customer becomes aware of any indications of misuse of their customer account by third parties, they must inform DearEmployee immediately.
- 1.3. The customer is entitled to invite employees (users) to use the software. A separate access must be set up for each user. The customer is solely responsible for ensuring that the invited employees have the appropriate authorization to view the data and are qualified to handle the content.
- 1.4. With the written consent of the customer, DearEmployee is entitled to grant access to external third parties as consultants. These Terms and Conditions apply to such external consultants in the same way as to authorized employees.
- 1.5. Product descriptions and scope of services may not be made accessible to third parties. DearEmployee may grant written permission upon request from the customer.
- 1.6. The services provided by DearEmployee may not be made available to third parties unless expressly agreed upon in writing by both parties. This also applies to companies affiliated with the customer. Users of end customers served via DearEmployee partner customers are not considered third parties in this context.
- 1.7. The customer undertakes not to upload any content and/or data that is criminal, otherwise unlawful, or infringes the rights of third parties when using the software, and not to use any programs containing viruses or other malicious software in connection with the software.
- 1.8. The customer must refrain from any activity that could impair the operation of the software, the services offered, and/or the underlying technical infrastructure, or place an excessive load on them. This includes, in particular:
 - the use of software, scripts, or databases in connection with the use of the software, unless they are necessary for the intended use of the software;
 - the automatic reading, blocking, overwriting, deletion, modification, or copying of data, unless this is necessary for the intended use of the software.
- 1.9. The customer is responsible for ensuring that their employees use the software in accordance with the above and other obligations set out in these Terms and Conditions.
- 1.10. Customers are solely responsible for the lawful submission of content. All liability and other legally relevant consequences must be borne by the customers themselves.

2. Customer Cooperation

- 2.1. The customer is obligated to support DearEmployee as best and comprehensively as possible in the provision of contractual services. This particularly applies to customer offerings via the online marketplace. This obligation includes, in particular, the timely provision of necessary or requested information, documents, and content, especially for the customization of content within the software.
- 2.2. The customer shall designate at least one contact person for DearEmployee and store this person in the customer account. This contact must be authorized and capable of making all decisions required for the execution of the contract and communicating them to DearEmployee. Furthermore, the customer shall inform DearEmployee if the contact person changes and provide the new contact details.

3. Customer Usage Rights

- 3.1. The customer receives the right to use the functions of the software via their customer account in accordance with its intended purpose and these Terms and Conditions. The customer's usage rights are therefore limited to using the software through online access. No further copyright usage or exploitation rights are granted. Accordingly, the customer is not permitted to use the backend software, applications accessible through the software, or the integrated survey tool from DearEmployee outside the access provided by their own customer account. Any rights to edit or distribute are excluded.
- 3.2. Reproductions are only permitted to the extent necessary for the intended use of the software. Other reproductions, including printing or storing the program code, may not be made by the customer.
- 3.3. If customers create their own surveys within the scope of the software provided by DearEmployee, these may only be created for legally permitted purposes, such as risk assessments.
- 3.4. If the purpose deviates from that stated in C 3.3, the customer is hereby informed that surveys may only be conducted with the consent of employees or other survey participants. Customers are solely responsible for ensuring compliance with consent management.

D. PAYMENT AND CONTRACT TERMS, LIABILITY, WARRANTY FOR DEFECTS, INDEMNIFICATION, CONFIDENTIALITY

1. Remuneration; Billing

- 1.1. The prices applicable at the time of booking a service package are those agreed upon by the parties at the time the contract is concluded. The amount of remuneration for the use of the software depends on the selected scope of services.
- 1.2. Billing is carried out annually in advance, unless otherwise agreed. All payments are due upon invoicing. The payment term is two weeks from the date of invoice, unless expressly agreed otherwise.

- 1.3. The billing period begins with the start of the service period as agreed in the contract and ends after 12 months (minimum term according to D 4.1.), unless a different term is expressly agreed.
- 1.4. Additional services beyond the inclusive features of the respective package (e.g., consulting, add-ons) will be invoiced upon commissioning.
- 1.5. The client is obligated to cancel booked appointments (e.g., presentations, workshops) in writing no later than 24 hours before the scheduled time. If cancellation is not made in due time, the agreed fee becomes fully payable. If the appointment is part of a booked package, the customer must book a replacement appointment at their own expense.
- 1.6. All prices stated in the offer, price lists, and elsewhere are net prices and are subject to the applicable value-added tax, if applicable.
- 1.7. Payments must be made to the account specified on the invoice.
- 1.8. DearEmployee sends an electronic invoice by email for each payment transaction. This service is free of charge. The digital invoice is considered duly issued once it has been received by the customer or the designated contact person in accordance with section C 2.2.

2. Payment Default

- 2.1. If the customer delays payment of the due fee by more than two weeks, DearEmployee is entitled—after issuing a prior reminder with a deadline and the unsuccessful expiry of that deadline—to block access to the software.
- 2.2. DearEmployee's entitlement to remuneration remains unaffected by the suspension. The contract term is not interrupted by the payment default. Access to the software will be promptly restored once the outstanding amounts have been settled. The right to suspend access also applies as a less severe measure even if DearEmployee is entitled to extraordinary termination under section D 4.4.

3. Price Adjustments

- 3.1. DearEmployee is entitled to adjust prices at its reasonable discretion (§ 315 BGB) and increase the agreed prices if continuing to provide the service without a price adjustment would be unreasonable for DearEmployee after weighing both parties' interests.
- 3.2. DearEmployee is entitled to make further price increases if at least six months have passed since the last price adjustment.
- 3.3. DearEmployee will notify the customer of any price increases one month in advance by email. If the price adjustment is not solely intended to pass on an increase in costs for necessary preliminary services to the customer, the customer may object to the price adjustment.
- 3.4. If the customer does not object to the price increase in writing or by email within two weeks after the announcement of the planned price increase, this will be deemed acceptance of the announced price increase. DearEmployee will explicitly point this out in the announcement.

4. Term, Termination, and Account Deletion

- 4.1. The paid contract between the parties is concluded for a minimum term of 12 months. After the minimum term expires, the contract will automatically renew for an extension period equal to the minimum term, unless either party terminates the contract with 45 days' notice prior to the start of an extension period
- 4.2. Deviations from the minimum term, renewal periods, and notice periods may be expressly agreed upon by the parties in the contract.
- 4.3. DearEmployee will send the customer a new annual invoice by email no later than the start of the new renewal period for contracts involving paid use of the software with annual billing.
- 4.4. If the customer is in default on payment of a significant portion of the fee for two consecutive months, DearEmployee may terminate the contractual relationship without notice for good cause. Good cause for immediate termination also exists if insolvency proceedings are applied for, opened, or rejected due to lack of assets concerning the customer's estate. Termination rights for good cause (§ 314 BGB) remain unaffected in all other respects.
- 4.5. Contracts for services offered free of charge have no minimum term and may be terminated by either party at any time without notice. Termination is deemed equivalent if DearEmployee exercises its right to remove the free service package under section B 3.2.
- 4.6. Termination notices must be in text form to be valid. Once the termination becomes effective, the customer's account will be blocked.
- 4.7. DearEmployee will permanently delete the customer account after the contract ends. The customer is solely responsible for securing their data through appropriate downloads before the software license expires.

5. Warranty for Defects, Notification of Defects

- 5.1. The statutory provisions on warranty generally apply.
- 5.2. DearEmployee does not provide any guarantees beyond the statutory warranty provisions.
- 5.3. Only the specifications provided by DearEmployee shall be deemed as the agreed characteristics of the software.
- 5.4. The exercise of warranty rights requires that the customer has duly fulfilled the statutory inspection and notification obligations under § 377 HGB. This means, in particular, that the customer must report obvious defects without delay, or within 2 days after the software has been activated. The decisive factor for the complaint period is the receipt of the written notice of defect by DearEmployee. Hidden defects must be reported in writing immediately after discovery. There is no warranty for defects reported after the aforementioned deadlines.

6. Liability

- 6.1 DearEmployee is fully liable for intent and gross negligence, for breach of a contractually granted guarantee, and in accordance with the Product Liability Act. Liability for damages not based on intent or gross negligence is limited to the typically foreseeable damage. In any case, liability is capped at the amount of the agreed annual package that the customer pays for using the SaaS solution. This limitation of liability does not apply to damages resulting from injury to life, body, or health.
- 6.2 The provider is not liable for lost profits, missed savings, data loss, or any other indirect or consequential damages.
- 6.3 If the customer uses the software as part of free service packages, DearEmployee's liability is limited to intent and gross negligence. Any liability for slight negligence is otherwise excluded.

7. Indemnification

- 7.1. The customer shall indemnify DearEmployee against any claims by third parties arising from alleged or actual legal violations and/or infringements of third-party rights, particularly employees of the customer, in connection with the use of the software, and agrees to reimburse all costs incurred by DearEmployee as a result of such claims. Reimbursable costs include, in particular, the expenses for reasonable legal prosecution and defense incurred by DearEmployee.
- 7.2. Further claims for damages remain unaffected.

8. Confidentiality

- 8.1. The parties are obliged to keep permanently confidential all information relating to the other party that becomes known to them in connection with this agreement or will become known, which is marked as confidential or is recognizable as business and trade secrets (hereinafter: "confidential information") based on other circumstances, not to disclose it to third parties or otherwise exploit it, unless the other party has expressly agreed to the disclosure or use in text form or the information must be disclosed due to law, court decision, or an administrative order.
- 8.2. Information shall in any case not be considered confidential information within the meaning of this confidentiality provision if it
 - was already known to the other party without being subject to a confidentiality obligation,
 - is generally known or becomes known without breach of the assumed confidentiality obligations,
 - is disclosed to the other party by a third party without breach of a confidentiality obligation.
- 8.3. The obligations under this confidentiality provision must be observed even after the termination of the contract without any time limitation.

E. Final Provisions

1. For all disputes between the parties, the law of the Federal Republic of Germany shall apply exclusively, excluding the UN Convention on Contracts for the International Sale of Goods and

conflict-of-law rules (IPR). The place of jurisdiction for all disputes arising from or in connection with these Terms and Conditions, regardless of the legal basis, shall be Berlin.

2. The contracting parties shall make amendments and additions to these Terms and Conditions only in text form. This also applies to changes to this formal requirement.
3. The customer is not entitled to transfer this agreement as a whole or individual rights and obligations arising from it to third parties or have them exercised by third parties.
4. DearEmployee is entitled to transfer this agreement, including all rights and obligations, to another company. The transfer becomes effective 28 days after it has been communicated to the customer.
5. DearEmployee is entitled to amend or supplement these Terms and Conditions at any time in a permissible form. The changes or additions will be announced to the customer by email no later than six weeks before they take effect. If the customer does not agree with the changes, they may object to them in text form with one week's notice prior to the intended effective date of the changes or additions. An objection to the changes will result in the customer being able to terminate the contract in compliance with the usual notice periods.
6. If the customer does not object, the changes or additions to the General Terms and Conditions shall be deemed approved by the customer. DearEmployee will expressly inform the customer of the intended significance of their conduct when notifying them of the change or addition to the General Terms and Conditions.
7. If individual provisions of these General Terms and Conditions are or become invalid, the validity of the remaining provisions shall not be affected.