

## Protocol on Coronavirus Measures for Business Leases

### Grounds:

1. The General Terms and Conditions of Roompot Business and the Roompot Business Park Regulations require some supplementation due to difficulties that have arisen in relation to Covid-19.
2. When drawing up the agreement between the temporary employment agencies on the one hand and Roompot on the other, insufficient account was taken of emergency situations, such as the Covid-19 pandemic and the rules issued by the government in this regard.
3. This Protocol on Coronavirus Measures for Business Leases is also based on the coronavirus protocols of the temporary employment agencies and designed to protect the interests of Roompot in implementing its recreational objectives.
4. The regular activities of Roompot employees in connection with the management of the park and the accommodations must be able to be carried out without restrictions and worries as much as reasonably possible, with due observance of this Protocol.

### Objective:

Roompot's parks should be a safe, healthy and pleasant place to stay and work for our guests and our staff. We want to keep it that way for everyone, even during emergency situations such as the Covid-19 pandemic. This Protocol is therefore binding for all parties who enter into contracts with Roompot for business leases.

### Starting points:

- a) The government measures concerning Covid-19 are demonstrably complied with by the temporary employment agency and the employees it places in the park, as evidenced by a Coronavirus Protocol described by the temporary employment agency (and submitted in advance to Roompot for approval), with the following basic principles:
  - A. The temporary employment agency warrants to Roompot that its employees shall comply with the Dutch National Institute for Public Health and the Environment (RIVM) guidelines before they are put to work in the Netherlands. The temporary employment agency shall, upon request, inform Roompot, to the extent permitted by law, of its compliance or non-compliance.
  - B. The temporary employment agency then – and only then – places its employees in the holiday homes, once they are out of quarantine in accordance with RIVM guidelines (if applicable).
  - C. The temporary employment agency requests employees with Covid-19-related complaints to undergo testing as soon as possible after the temporary employment agency becomes aware of this. Roommates of a positive tested person who do not have any symptoms, get a self-test through the agency and a Dutch Municipal Health Service (GGD) test after 5 days.
  - D. The temporary employment agency guarantees Roompot that in the event of a positive (self-)test, the competent authorities (GGD) shall be informed. After the temporary employment agency becomes aware of this, the following steps shall be taken as soon as possible (until 18:00 on the same day, then early in the morning of the following day) by the temporary employment agency:

- i. The employee shall be accommodated elsewhere, unless the government orders otherwise.
    - ii. The temporary employment agency shall provide a method approved by Roompot for keeping the employee who has tested positive in quarantine in the accommodation.
    - iii. Roommates of a tested positive employee, as well as close contacts and other contacts, shall be immediately quarantined or housed elsewhere.
  - E. The aim of the above is to prevent these employees from "wandering around" the park unexpectedly, or making use of facilities made available by Roompot.
  - F. In the event of quarantine at the park, only the immediate vicinity of the residence where the staff member concerned resides may be entered by him/her.
  - G. The temporary employment agency provides the GGD with all the information required for a source and contact investigation in the cases referred to above. The temporary employment agency shall inform Roompot timely and adequately of all measures taken and to be taken.
  - H. If the quarantine, in the case of more than 20 persons, is carried out in Roompot accommodation, the housemates, close and other contacts shall remain in the accommodation until the end of the quarantine period and shall be provided with demonstrably adequate primary necessities of life by the temporary employment agency.
  - I. As soon as advised, the housemates, close and other contacts are offered a (self-)test.
  - J. In the event of a positive (self-)test, the temporary employment agency undertakes to facilitate the employees so that they can and will comply with all GGD measures and RIVM guidelines. If there is a reasonable expectation that this could have operational or contractual consequences for Roompot, the temporary employment agency shall inform Roompot immediately.
- b) All employees of the temporary employment agency must strictly comply with the rules and regulations contained in the General Terms and Conditions and the Park Regulations, and must strictly follow instructions given by or on behalf of Roompot staff and any security guards present in any form or context.
- c) The various employment agencies are prepared to exchange working methods and information so that quarantine, testing, source and contact investigations can be carried out as efficiently and effectively as possible. Roompot shall be informed in a timely manner and shall take action if deemed necessary.
- d) The various temporary employment agencies make use of each other's knowledge, experience and facilities in the implementation of this Protocol, if possible.
- e) There is an attributable shortcoming on the part of the temporary employment agency if an employee of the temporary employment agency fails to comply with one or more provisions of this Protocol. The parties shall immediately enter into consultations if there is an incident of non-compliance with this Protocol.
- f) A culpable shortcoming may lead to the following action:
  - Immediate cancellation by Roompot of the agreement between Roompot on the one hand and the temporary employment agency on the other (whereby, depending on the nature and scope of the breach, the 28-day period may be waived).
  - Removal of the "offending" users from the park, with the associated costs being charged to the agency concerned. The parties shall consult each other as appropriate.

Thus prepared in Goes and signed on \_\_\_\_\_ July 2021.

Name:

Name:

Temporary employment agency .....  
management

On behalf of Roompot