DaHome Program Rules: Domestic Worker Referrals

Summary of the conditions for receiving the gross bonus when a new referred domestic worker is hired:

- A gross salary bonus of €250.00 per referred domestic worker.
- The referred domestic worker must be hired by DaHome.
- The referred domestic worker must be introduced by a DaHome domestic worker or by a new referred domestic worker.
- Payment is made six months after the referred domestic worker is hired, provided they are still employed under an employment contract.
- After six months, the hired referred domestic worker's contracted hours must be at least 13 hours per week.
- The referred domestic worker must have actually worked in at least 22 of the 26 weeks during the six-month period.
- DaHome reserves the right to approve each case individually.

DAHOME SA, whose registered office is at Galerie de la Porte Louise, 203/5, 1050 Brussels (registered with the Crossroads Bank for Enterprises under number 1010.808.789), is organizing a Referral Program for DaHome domestic workers who are already employed or newly hired, offering them a gross bonus of €250.00 for each domestic worker hired by DaHome. The terms and conditions of this offer are set out below.

Participation in the program is free of charge and entails full and unconditional acceptance of these rules, including all current or future provisions (whether or not such provisions become necessary due to force majeure), and the applicable rules of conduct on the Internet.

This program ends on December 31, 2026 at 11:59 p.m. DaHome SA reserves the right to end the program early if its objectives have been achieved.

Article 1 - Conditions of participation

1.

Participation in this program is open to any domestic worker who has a service voucher employment contract with DAHOME SA, is a natural person of legal age under Belgian law (aged 18 or over), has a valid personal email address and is domiciled in Belgium.

Participants must be able, at any time, to provide proof of their identity, their legal home address in Belgium and their age, so that DAHOME SA can investigate and penalize any abuse.

2.

The referred domestic worker is a new domestic worker hired by DaHome SA on or after the launch of this Referral Program.

Domestic workers who refer a new domestic worker but fail to provide their own full contact details and identity, as well as those of the referred domestic worker(s), or who provide inaccurate or false information, may not participate in this program. The same applies to persons who refuse the collection, recording and use of personal information about them that is necessary to administer the program.

DaHome reserves the right to approve each case individually.

3.

The referred domestic worker must never have been a DaHome domestic worker or must no longer be a DaHome domestic worker as of the launch of this Referral Program.

A domestic worker may be referred only once. Where a domestic worker is referred by several people, only the date of the first referral is taken into account for participation in the program.

DAHOME SA reserves the right to accept or refuse to hire individual domestic workers.

4.

Awarding the referral salary bonus to the domestic worker who referred a new domestic worker requires the referred domestic worker to sign, in their own name, an employment contract as a domestic worker with DaHome SA. This bonus is paid after the referred domestic worker hired by DaHome has been employed for six months, provided that all of the following conditions are met when the referred domestic worker reaches six months of service:

- The hired referred domestic worker has a contractual work schedule of at least 13 hours per week.
- They have actually worked in at least 22 of the 26 weeks of the six-month period referred to above.

DaHome reserves the right to approve each case individually.

Article 2 - Participation

To participate in this program, domestic workers who have referred a new domestic worker must complete the participation form in full at:

https://dahome.be/en/referral-worker

Once the form has been completed by the domestic worker who referred a new domestic worker, DaHome SA, through its nearest JobCenter, will contact each referred domestic worker to invite them to a recruitment interview. Depending on the results of the selection procedure applicable to all applicants for domestic worker positions, DaHome will decide whether to offer the referred candidate an employment contract as a domestic worker. DaHome will conduct its recruitment in strict compliance with the principles of non-discrimination.

Article 3 - Payment

DaHome will pay the domestic worker who referred a newly hired domestic worker a gross salary bonus of €250 for each referred domestic worker who is hired and meets the program conditions described above. This payment will be made together with the referring domestic worker’s salary, in the month following the sixth month of employment of the referred domestic worker hired by DaHome SA.

Each domestic worker may refer an unlimited number of domestic workers and will therefore receive a salary bonus of €250 for each referred domestic worker who is hired and meets the above conditions.

Article 4 - Liability

Participants take full responsibility for their participation in this program. Printing, spelling or typographical errors may not be invoked as grounds for compensation or other obligations on the part of DaHome SA.

DaHome SA is not liable if it has to cancel the program due to force majeure. DaHome SA is exempt from any liability arising from technical or network problems, as well as problems caused by a faulty Internet connection between the participant and the website, without this list being exhaustive.

In this respect, DaHome SA may likewise not be held liable for any damage suffered by participants, particularly damage to their computer equipment and the data stored on it.

Finally, DaHome SA reserves the right to extend, suspend or cancel the program, in particular in the event of fraud, without having to give reasons for its decision and without compensation to participants.

Article 5 - Personal data

DAHOME SA complies with the Law of July 30, 2018 and Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27, 2016 on the protection of natural persons with regard to the processing of personal data. This data will be used solely for the purposes of this program. Participants may access, correct or modify the data they have provided at any time. A simple written request sent by email to dpo@dahome.be is sufficient.