

# Terms of Use for Clients

*campcomp GmbH / Tempstr & Tempcloud*

## 1. Who we are

campcomp GmbH, Switzerland ("campcomp" or "we"), operates a staff-leasing service through the Tempstr platform (the Tempstr website and the third-party applications Tempcloud and Staffcloud). Through Tempstr, campcomp provides workers for assignments at hiring companies.

campcomp holds all licences required in Switzerland for staff leasing and employment placement. The applicable laws are the Swiss Federal Act on Employment Services and the Hiring of Services (AVG/LSE), the corresponding ordinance (AVV/OSE), the Collective Labour Agreement for Staff Leasing declared generally binding (GAVP/CCT-LS), as well as the Code of Obligations (OR/CO), the Federal Labour Act (ArG/LTr) and its ordinances (ArGV/OLT), the Federal Act on Accident Insurance (UVG/LAA) and the Swiss Federal Act on Data Protection (DSG/FADP). The Collective Labour Agreement for Staff Leasing declared generally binding is an integral part of this framework employment contract.

Where the hiring company is subject to a collective labour agreement declared generally binding or to a collective labour agreement not declared generally binding listed in Annex 1 of the GAVP, the hiring provider must comply with that agreement's wage and working-time provisions vis-à-vis the employee (see Art. 3 GAVP).

The use of Tempstr is free of charge for clients. The use of the Tempcloud application is also free of charge for Tempstr clients, as long as it is used in connection with Tempstr. It becomes subject to a fee, however, when used through another staffing provider.

## 2. Scope of these Terms

By registering, logging in or using Tempstr, you accept these Terms of Use and the Privacy Policy as in force from time to time. There is no entitlement to find suitable candidates for assignments.

## 3. Registration as a client

- Eligible to register are:
- natural persons of legal age domiciled in Switzerland
- legal entities with their registered office in Switzerland
- You confirm that your business holds all necessary licences.

The person who registers confirms their authority to represent the company.

All information provided at registration must be truthful. campcomp is entitled at any time to request missing or expired documents. In the event of non-compliance, campcomp is entitled to immediately block the client's access to the Tempstr platform and to terminate any contracts.

#### **4. Obligations of the client**

- All information must be correct and up to date.
- Statutory employment regulations (including any applicable collective labour agreement) must always be observed.
- Invoices issued by campcomp must be paid within the applicable deadline. Unless otherwise agreed in the framework contract, invoices are issued twice a month and the payment deadline is 10 days.

#### **5. Hiring contracts**

Before the first assignment, the client signs the General Terms and Conditions for Staff Leasing, which form the basis of every individual hiring contract. The General Terms and Conditions for Staff Leasing are an integral part of every contract.

A hiring contract setting out the conditions of the assignment in question is automatically generated upon every assignment confirmation. The client undertakes to validly sign all contractual documents.

Contracts are signed electronically and must be validly signed.

#### **6. Time tracking**

Working hours are recorded via Tempstr:

- Sign-in at the start of the assignment
- Sign-out at the end of the assignment

The client checks and confirms the working hours recorded by the candidate and has 18 hours from the reporting of the hours worked to dispute them. Otherwise, the reported hours are deemed approved.

#### **7. Reviews**

After the end of an assignment, the client and the candidate submit reviews. campcomp may adjust or remove reviews. Both sides are encouraged to review benevolently and constructively.

#### **8. Suspension of access**

campcomp may exclude clients, in particular in the event of:

- breach of contract
- payment default or insolvency
- breach of duties towards candidates
- reviews below the defined minimum level

## **9. Liability**

campcomp's liability is limited to the extent that is mandatory by law. There is no entitlement to permanent availability of the platform.

All content of the Tempstr platform and of its associated applications and websites is the property of campcomp or has been licensed to campcomp for use. The user acknowledges that they acquire no intellectual property rights whatsoever in the Tempstr platform or in the content and services made available by campcomp. campcomp reserves the right to terminate the app and its services at any time in writing, with at least 30 days' notice. The user agrees to respect at all times the intellectual property rights of campcomp and of third parties.

## **10. Governing law and jurisdiction**

Swiss law applies. The place of jurisdiction is Olten.

---

*Status: April 2026 | campcomp GmbH | Tempstr / Tempcloud*