

Everything you need to know about working for Teboza

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1. About Teboza

Teboza is a family business focusing 100% on asparagus. The company is established in the town of Helden in the south of the Netherlands. We produce, harvest and pack asparagus plants and fresh asparagus for our customers. During the season we work with a group of about 360 highly motivated and experienced employees who travel to the Netherlands to carry out all the various operations in the period concerned.

If you'd like to do some challenging work in the agricultural sector in the period from January until the end of August, then Teboza is where you need to be!

For more information, follow us on:



2. The Work

Doing seasonal work for Teboza means working and living together with colleagues of different nationalities. You will be working in a team outdoors in a field or indoors in a shed.

Outdoor work (Teboza Productions B.V.)

Early in the season (January, February and March) the outdoor work involves harvesting asparagus in the greenhouses and preparing the outdoor fields for harvest later in the season. The actual cutting of the asparagus outdoors in the fields takes place in the period from March until the end of June. Later in the season (July and August) the work focuses on tidying up and maintaining the fields, and where possible preparing them for the winter period.

Outdoor work means that you must be prepared to do the work in any kind of weather.

We expect you to be flexible with respect to your working hours and days. The number of working hours per day may vary because of the work being dependent on the weather.

You must of course be physically fit enough to do the work. Bear in mind that most of the outdoor work involves a lot of walking, lifting and bending!

Indoor work (Teboza Pack B.V.)

In the first period (March and April) the indoor work involves sorting asparagus plants along a conveyor belt. From mid-April until the end of June it comprises sorting, packing or peeling.

This work is to be done in a two-shift system. You are expected to be flexible with respect to your working hours for this work, too, because the work is partly dependent on the customer orders of the day.

Although this work is relatively easy and not physically demanding you must bear in mind that you will be required to stand all day to do it.

Our aim is to offer you work either indoors or outdoors, but we expect you to be flexible in this respect, too, if necessary.

Training and possible development

When you arrive at Teboza you will be given instructions/a presentation. You will then also be given important information such as work instructions, hygiene rules and the rules & regulations for your accommodation.

In each department you will be working under a boss, who will supervise and help you when necessary on your first day. We expect you to be completely committed to the various operations you will be required to do. Your boss will also be your main contact during the time you spend at Teboza.

Training courses will be provided for employees who need them for a certain job. You will be informed of this in due time.

Please let us know beforehand what your greatest skills and qualities are, and in what you are most interested. We will then do our best to schedule the right kind of work for you.

3. Wages

You will be scheduled to work six out of seven days. Our aim is to try to ensure that you will be able to work on average between 32 and 48 hours a week.

You will be paid for each hour you work and your wages will be paid to you per payment period (4 weeks). Per week, you will receive an advance on the basis of hours worked according to the overview below:

0 to 20 hours worked	: no advance
21 to 30 hours worked	: €50 advance
31 to 40 hours worked	: €100 advance
more than 40 hours worked	: €150 advance

These advances will be deducted from your wages in the payment period. In addition to your hourly wages, you will also receive a holiday allowance. The holiday allowance will be paid at the end of your employment.

We pay at least the Dutch statutory minimum wages. In 2021 this is € 9,72 per hour for indoor work for Teboza Pack B.V. and € 10,24 per hour for outdoor work for Teboza Productions B.V., for all ages.

You can earn a bonus on an individual basis in cutting asparagus.

The costs of any accommodation and health insurance will be deducted from your wage.

You must have an active email address, because we will be sending your pay slip and other important information to that address.

4. Accommodation

Types of accommodation

Teboza can arrange accommodation for you. In distributing the available rooms we will consider personal wishes (family, friends and partners) where possible.

We can offer you a choice of three different types of accommodation. The farmhouse and living unit are on Teboza's premises.

- **Farmhouse:**

The farmhouse has a shared living room, kitchen and toilet/bathroom. In total, the farmhouse has 14 bedrooms, suitable for 2 or 3 persons. There are shared laundry facilities for the farmhouse and the living unit.

- **Living unit:**

The living unit has a shared living room, kitchen and toilet/bathroom. The unit is surrounded by a large lawn. In total, this unit has ten bedrooms, suitable for 2 to 3 persons. There are shared laundry facilities for the farmhouse and the living unit.

- **Other accommodation:**

There are accommodation options in various locations around Teboza (10-45 minutes). These include a shared living room, kitchen, sanitary facilities and laundry room.

All the different types of accommodation are fully furnished, except for bed linen. Bed linen can optionally be hired from Teboza.

Costs

For 2021, the cost of the accommodation is €11,00 per person per night all-in for those aged 23 and above.

Other facilities

- All the accommodations have WiFi and barbecues and you can use the lawns for various activities.
- Once a week you can use the bus to go to the supermarket.
- The lessor of the accommodation can make a bicycle available.
- At the end of the season Teboza always organizes a BBQ for all employees.
- In the village where Teboza is established you will find several supermarkets, shops and appealing cafes/restaurants.
- The large towns Venlo and Roermond lie at a distance of about 30 minutes from Teboza. Roermond boasts a famous designer outlet center. The two towns can be easily reached by bus or train.
- Nearby are also several swimming pools and gyms.

5. Support from P&O

Burger Service Nummer (BSN)/Citizen Service Number

In the Netherlands, everyone must have a *Burger Service Nummer* (BSN; Citizen Service Number) to be allowed to work. Such a number must be obtained from your local municipal authorities. If you have worked in the Netherlands before you'll already have such a BSN; don't forget to specify it on your application form! If you don't yet have a BSN, we will make an appointment with the municipal authorities for you, and will arrange your transport there.

Bank account number

On arrival you must have a bank account that we may use to pay you your wages.

Other forms of support

If you should need a doctor or dentist during the time you spend with Teboza we will help you make an appointment and will take you to see them. This will be possible only on weekdays and during standard office hours. Attention! Costs may be associated with visiting a dentist or doctor and this must also be paid in cash.

We have a special question time for if you should have any questions or comments. We also have a box for suggestions for ways of improving the facilities for our employees.

6. What you should bring along with you

Please bring the following items along with you

- ✓ Pillow and a warm blanket/sleeping bag
- ✓ Any medication you need to take
- ✓ Towels
- ✓ Passport/ID card
- ✓ Bank pass and PIN code
- ✓ *Burger Service Nummer* (BSN/Citizen Service Number) if you have worked in the Netherlands before
- ✓ Cash money (we recommend at least € 60)
- ✓ Valid driving licence (if you have one)
- ✓ Any other certificates/permits you may have, e.g. for driving a forklift truck
- ✓ Sturdy working boots with steel toes (can also be bought from Teboza)
- ✓ Sturdy wellingtons and good rainproof clothing (can also be bought from Teboza)
- ✓ Personal things to make your time in the Netherlands as pleasant as possible

! Any mobile phones, tablets, laptops or other valuable items you bring along with you at your own risk. We advise you to have such items insured for the period you will be in the Netherlands. Inside we facilitate lockers where you can deposit your valuables.

7. FAQs

May people younger than 18 work for Teboza?

No, you have to be at least 18 to work for Teboza because of Dutch legislation and safety regulations.

Do I need any experience to be able to work for Teboza?

No, though it may be advantageous for you to have some experience in the kind of work that is done at our company. But there are plenty of employees who have never worked in our sector before. We will make sure that you get the right instructions.

Do I have to pay anything to be allowed to work for Teboza?

No, we won't be charging you a fee to work for us. You are free to express your interest in working for Teboza free of any charge by completing the application form at our website.

Do I have to organise and pay for my transport to and from Teboza myself?

Yes, you yourself are responsible for organising and paying for your journey to us (by car/bus/plane).

May I come together with my partner?

Yes, but we can't guarantee that we will be able to offer women indoor work at all times. So women may well have to do demanding work outdoors too.

The same of course holds for men, too. We will consider your free days and try to arrange that you and your partner will both be free on the same days.

Is it a problem if I don't speak any English?

No, there will be plenty of interpreters who will be able to help you. However, supervisors, bus drivers and persons with other important jobs will be required to speak English.

Will I have one day a week off work?

Yes, you will have at least one day a week off work. We will try to make that a fixed free day every week.

Do I have to work on holidays ?

Yes, everyone has to work on holidays. Incl. 1st and 2nd Easter day.

Where is the nearest airport/bus stop/train station?

Airports:

- Düsseldorf – 50 minutes
- Eindhoven – 45 minutes
- Dortmund – 1 hour and 45 minutes

Train stations:

- Venlo – 30 minutes
- Roermond – 30 minutes

Bus stop:

- Bus stop Potde Helden (line 61, Venlo-Meijel)

Will someone be waiting for me when I arrive at Teboza?

Yes, if you arrive between 8 a.m. and 5 p.m. a member of our team will be waiting for you and will give you information and take you to your accommodation. If you arrive outside this time, you may have to wait until the day after.

Will I need a Dutch bank account?

No, any other active foreign bank account number will be fine. You must however already have a valid, usable bank account at the time of your arrival.

Does Teboza check criminal records?

Possibly, the possibility exists that we ask for a criminal record. You are then obliged to show this. We can refuse you based on the criminal record.

Can we visit a supermarket more than once a week?

Yes, of course you can visit a supermarket or other shops any time you want in your free time, using your own transport. You can optionally borrow a bicycle from Teboza to get there.

Will I be able to receive medical treatment at weekends, too, if necessary?

Yes, in the event of a life-threatening situation you can dial the Dutch emergency number (112).

In the event of any urgent medical matters that cannot wait until after the weekend you will be able to visit the *huisartsenpraktijk* (general medical practice) after you have made an appointment.