

PERSONAL DATA – FILL IN BLOCK CAPITALS

Name/Birth name _____ Citizenship: _____
Date of birth, place: _____ Student ID number: _____
Tax ID number: _____
Personal ID number: _____ Residence ID number: _____
Mobile number: _____ Email: _____
Mother's name: _____ Permanent address: _____
Own bank account number: _____
Name of educational institution, city: _____
Year: _____ Degree: _____

MEMBERSHIP DECLARATIONS/ADMISSION DECLARATIONS:

1. I acknowledge that I must prove my student/pupil status every semester by September 15 and February 15 of each year, otherwise my membership may terminate on the 15th of the following month. I will notify the School Cooperative of the termination of my student/pupil status within 8 days at the contact e-mail address infozeg@diakmania.hu.
 2. I certify with my signature that I have enrolled in the full-time program for the current semester of the named educational institution.
 3. The undersigned, knowing and accepting the statutes of the Diákmánia School Cooperative, join the School Cooperative, and I wish to participate in the implementation of the goals of the School Cooperative with my personal work.
 4. Upon joining, I purchase a share with a face value of HUF 1,000 (one thousand forints) from the School Cooperative, which entitles me to earn income based on my membership status. I request that the value of the share be deducted from my first salary.
 5. I acknowledge that upon leaving the School Cooperative, the value of my share will be transferred to my bank account by the cooperative within 30 days of completing the withdrawal declaration. I must personally notify the School Cooperative office of my intention to withdraw and upon my withdrawal, I must settle any debts I may have to the School Cooperative.
 6. I have read the information on the accident insurance system posted in the School Cooperative office, I accept the provisions there, and the School Cooperative may deduct the insurance premium from my salary.
 7. I agree that the School Cooperative and its partner companies (First Job Ltd. and Creative Solution I. Ltd.) may register my data and use it for the purpose of organizing their work.
 8. I will report any changes to my data to the School Cooperative within 5 days of the change occurring, and I assume responsibility for the consequences of failure to do so.
 9. I am a self-employed taxpayer, and my annual tax return is prepared by NAV based on the income certificate issued by the School Cooperative, and I check it myself.
- I declare that my above data is true in all respects. Date: Bp.2025. ____ month ____ day

Member/employee signature

Decision on admission to the ranks of members (To be filled out by the School Cooperative!)
The Board of Directors of the Diákmánia School Cooperative has admitted the above-named member to the ranks of its members on the date of filling out the entry declaration.

signature Part number: _____

Decision on deletion from the ranks of members (To be filled out by the School Cooperative!)
The Board of Directors of the Diákmánia School Cooperative has deleted the above-named member from the ranks of its Members on the date of filling out the withdrawal declaration.

signature

Membership Agreement

Concluded on the one hand between the Diákmánia School Cooperative (registered office: 8912 Nagypáli Hrsz 030/02.), as the Employer, and the Employee specified in the PERSONAL DATA section of this document

1. Based on this Agreement, the Employee, as a full-time student or student member of the Employer, performs work for the purpose of performing a service provided by the Employer to a third party. The employee member declares that he/she is in a cooperative membership relationship with the Employer, is a full-time student/student of a Hungarian educational institution, and has presented the certificate to the Employer. The Employee is liable for any damages resulting from the untruthfulness of the certificate. The Employee declares that he/she will report any changes to his/her data specified above to the Employer within 5 days of the change. The employer's rights towards the Employee in matters related to the establishment, termination of the employment relationship and liability for damages are exercised by the authorized representative (Attila Lajos Látrányi, Chairman of the Board of Directors), the organizer and the employee documentation manager, and the instruction and management rights are exercised by the organizer and supervisor authorized in writing by the authorized person based on the above regulations, or by the representative of the third party receiving the service.

3. The Parties conclude this Agreement for a fixed term. The starting date of the fixed term is the day of conclusion of this Agreement, and the ending date is the day when the Employee's student relationship is terminated. The Parties stipulate a probationary period in this legal relationship, the length of which is 3 months. During the probationary period, either party may terminate the employment relationship with immediate effect, without giving any reason.

The Employer employs the Employee using a working time frame and an unequal working time schedule. The Employee's daily working time schedule is determined by the cooperative's supervisor.

5. The scope of tasks undertaken by the Employee: light trained physical jobs, agricultural assistant and trained jobs, office administrative jobs, intellectual jobs not requiring professional qualifications, distribution and courier service jobs, cashier, material handler, trainee and other trained intellectual or physical jobs. The Employee is also obliged to perform supervisory tasks at the expense of his job duties, upon the instructions of the person acting in the scope of instruction and management.

6. The Employee's minimum basic salary corresponds to the amount of the mandatory minimum wage at any time. By signing this Agreement, the Employee acknowledges that he/she was informed of the exact (amount) amount of this before signing the Agreement. If the Employee works in a role where performance requirements are set, the Employee is entitled to the specified minimum basic salary in the event of 100% performance. The Employer continuously informs its employees about the amount of the minimum salary in its offices and on its website.

7. The salary is settled monthly for the Employee in arrears and the Employer transfers it to the Employee's personal bank account specified by the Employee by the 10th day of the month following the work. The employee can download his detailed payroll sheet from the day following the payment of his wages on the website www.diakmania.hu, and can collect his annual income certificate from the offices of the Employer or Client from January 31 of the year following the year in question at a pre-arranged time.

The Parties note that due to the nature of the work, the Employee performs his/her work outside the Employer's premises, therefore, based on the provisions of the Labor Code, the Parties designate the Employer's registered office at 8912 Nagypáli hrsz 030/2. as the Employee's permanent place of work. The Parties note that the work performed by the Employee under this Agreement is not secondment or labor leasing.

9. The Parties agree on the Employee's work obligation on a case-by-case basis. During the period of suspension of the work obligation, the Parties shall maintain contact in person at the Employer's offices, by telephone at the mutually disclosed contact details, and by means of telecommunication means (e-mail, SMS, etc.). The Employee has informed himself/herself about the regulations of the school cooperative and the GDPR regulations on the website www.diakmania.hu.

10. The Parties agree that in the event of negligent damage, the Employee shall be liable for damages up to one and a half times his average earnings, and in the event of intentional damage, up to the full amount of the damage. If the Parties had a similar or identical contract concluded previously, this Agreement shall replace it. The Parties record that the Employer informed the Employee in writing before the start of the work about the exact location of the work, the wage supplements and other elements of the wage, as well as the details of any performance requirements. The Employer declares that in the event of a change in the scope of duties, the information with the referred content will be provided in writing every time.

12. In matters not regulated by this Agreement, the information issued on the current cooperative tasks, the relevant rules of the Labor Code, the Cooperatives Act and the Civil Code shall prevail. The Agreement was made in two copies, one copy of which was handed over to the Employee by the Employer after signing.

Date: Bp. 2025.year.....month....day

Employer's representative

Employee (member) signature

INFORMATION ON OCCUPATIONAL SAFETY

1. The Employee may only perform work in a condition suitable for safe work (adequate health, rest, free from the influence of alcohol), in compliance with the rules and instructions regarding occupational safety, and in accordance with occupational safety training.

2. The employee is obliged to cooperate with his colleagues and perform his work in a way that does not cause fire, does not endanger his own or others' health and physical integrity

The Employee is particularly obliged

a. To ensure the safe condition of the work equipment provided to him in the manner expected of him, to use it according to its intended purpose and according to the Employer's instructions, to carry out the maintenance tasks specified for him

b. To use any work clothes and protective equipment, access card and locker key provided to him for their intended purpose, and to settle the matter with the Employer's supervisor (Diákmánia School Cooperative) within 1 day of leaving

c. In the case of access card employment, to use the access card for their intended purpose every working day

d. To use the personal protective equipment for its intended purpose and to ensure that it is cleaned as expected

e. To wear clothing that does not endanger health and physical integrity for work

f. To maintain discipline, order and cleanliness in the work area

g. To acquire the knowledge necessary for the safe performance of his work and to apply it during work

h. To participate in the medical examination prescribed for him

i. Immediately inform the employer about any dangerous abnormality or malfunction, eliminate the abnormality or malfunction as expected from him, or request action from his superior j. Immediately report a fire, accident, injury, or illness to his superior k. may not use his own mobile phone during working hours. l. The Employee may not arbitrarily turn off, remove, or modify safety equipment. The Employee is obliged to cooperate with the Employer in fulfilling the official measures taken to maintain a healthy and safe working environment, and in implementing the Employer's measures to eliminate the danger.

5. The employee is obliged to observe working hours and rest periods; lateness, absence, and unscheduled overtime are not permitted.

6. The Employee is entitled to refuse to work if doing so would directly and seriously endanger his life, health, or physical integrity or cause a fire. If fulfilling the Employer's instructions would directly and seriously endanger others, he must refuse to perform them. In particular, the inoperability or lack of necessary protective equipment and personal protective equipment is considered a threat.

The Employee is obliged to learn the occupational safety, fire protection, technological, quality management rules and other information issued prior to starting work in relation to specific jobs through self-training, which are necessary for performing the job, if such educational material is issued, and is obliged to use the prescribed protective equipment.

8. Before starting work at the workplace, the Employee must familiarize himself with and comply with the fire prevention and safety rules relating to the use and operation of the buildings, machines, equipment, tools and materials in use, and must also be familiar with the fire alarm options in the workplace, the location of the deployed fire extinguishers and equipment, the method of their use, their handling, and the method of escape and evacuation.

The Employee is obliged to contribute to firefighting and technical rescue - without compensation, based on his age, health and physical condition - with personal participation and disclosure of data that can be expected.

10. The Employee who is the last to leave the workplace is obliged to inspect the site and eliminate all circumstances that may cause a fire, explosion or accident, and - with the exception of uninterruptible power supplies, refrigerators, cooling counters and equipment specified by his superior that does not cause such a danger - to ensure that the workplace is disconnected from the power supply.

11. If it is established during questioning, management or other inspections or investigations that the employee - for reasons attributable to him - does not sufficiently know the safety regulations applicable to his job, cannot be assigned to work, or if he violates them while working, he may be immediately prohibited from working.

INFORMATION ON THE EMPLOYEE'S OBLIGATION TO CONFIDENTIALITY

1. Any data, technological information, documents, records, work equipment, raw materials, scrapped or intact finished or semi-finished products, as well as images and audio recordings made at any location of the Employer or its partners, to which an employee has access in connection with the performance of his/her job, shall be considered a trade secret.

2. Labor Code (Act I of 2012) Section 8 (1) During the employment relationship, an employee may not - unless authorized by law - engage in conduct that would endanger the legitimate economic interests of his employer. Section 8 (4) An employee is obliged to keep any business secret that he has come to know in the course of his work. Furthermore, he may not disclose to an unauthorized person any information that he has come to know in connection with the performance of his job, the disclosure of which may have adverse consequences for the employer or another person. Confidentiality does not extend to the disclosure of information of public interest and the obligation to provide information and information specified in law regarding information that is public in the public interest.

3. Civil Code (Act V of 2013) Section 2:43. Violation of personality rights is in particular: e) violation of the right to privacy and the protection of personal data.

2:46. § (1) The protection of private secrets extends in particular to the protection of correspondence, professional secrets and business secrets.

(2) The violation of a private secret shall in particular be the unauthorized acquisition and use of a private secret, its disclosure to the public or its communication to an unauthorized person.

2:47. Section (1) A trade secret is any fact, information, other data related to economic activity that is not generally known or is not easily accessible to the persons performing the economic activity concerned, and any compilation thereof, the acquisition, use, communication to others or disclosure of which by unauthorized persons would harm or endanger the legitimate financial, economic or market interests of the right holder, provided that the right holder who lawfully possesses the secret is not liable for the preservation of the secret.

Technical, economic or organizational knowledge, experience or a compilation thereof, recorded in a manner suitable for identification and representing a financial value (for the purposes of this Act: protected knowledge), shall be protected in the same way as a trade secret if it is acquired, utilized, communicated to another or made public in a manner that violates the principles of good faith and fairness.

2: Section 51 (1) A person whose personal rights have been violated may, based on the fact of the violation, demand - within the limitation period - in relation to the circumstances of the case:

a) a court determination that the violation has occurred;

b) the cessation of the violation and the prohibition of the infringer from further violations;

c) that the infringer provide adequate compensation and ensure adequate publicity for this at his own expense;

d) the termination of the harmful situation, the restoration of the state prior to the violation and the destruction or deprivation of the infringing nature of the thing produced by the violation;

e) that the offender or his legal successor transfers the financial advantage gained through the infringement to his benefit in accordance with the rules of unjust enrichment.

4. Criminal Code (Act C of 2012) Section 413 (1) A person obliged to keep bank, securities, treasury, insurance or occupational pension secrets who makes data qualifying as bank, securities, treasury, insurance or occupational pension secrets accessible to an unauthorized person for the purpose of obtaining an unlawful advantage or causing financial disadvantage to another person shall be punished by imprisonment for a term of up to two years for a misdemeanor.

Recordings made at the workplace, primarily with the image and sound recording devices of mobile phones, may contain information about the enterprise using the location of the recording (the Employer's partner) that may be of economic advantage to the competitors of this enterprise. Their publication may cause a business disadvantage to the Employer's partner. Uploading such a recording to the Internet or any other computer network, including social media networks (e.g. Facebook, YouTube, TikTok, Instagram) is considered publication. Accordingly, making any recording made at the workplace public on any computer network or telephone or video sharing portals is considered a breach of trade secret even if the purpose of the person making the recording is not to record information that is considered a trade secret, but to record an event (e.g. funny activities of colleagues).

Violation of business secrets and personal rights also entails the consequence that the perpetrator is obliged to restore the original state at his own expense, i.e. remove the recording. It is completely impossible to remove information uploaded to the Internet later, therefore the Employer will take the strictest possible action against the making of recordings.

6. Negative, untrue comments and posts on social media sites used by the Diákmania School Cooperative (e.g. Facebook, Instagram, TikTok, Youtube) and other advertising portals in connection with advertisements on other advertising portals constitute a violation of the legitimate economic interests of the Diákmania School Cooperative employer (and possibly its client), therefore the Employer may sanction the Member by excluding the Member and may oblige the Member to fully compensate for the damage. The Employee Member is obliged to report any perceived grievance or complaint to the supervisor at infozeg@diakmania.hu.

I have taken note of the above and will comply with it.

Date: Bp.2025.year....month.....day

Employer's representative

Employee (member) signature