

Contract of employment

This contract is made in accordance with the Danish Act on Employment Contracts (ansættelsesbevisloven) between:

Employer	Kafferiet Nørrebro ApS, Nørrebrogade 154, 2200 København N (CVR 39 84 22 17)
Employee	Marta Kowalczyk, Jagtvej 118, 3. tv., 2200 København N
CPR number	140301-3218

1. Position and place of work

The employee is engaged as barista / café assistant at the employer's café at Nørrebrogade 154, 2200 København N. Duties comprise preparation and service of coffee and food, till operation, cleaning and stock handling. The employee performs the work for the employer and under the employer's instructions.

2. Commencement

The employment begins on 1 October 2025 and is permanent. The first three months are a probationary period.

3. Working hours

The agreed working time is 15 hours per week, distributed over two to three shifts according to the shift plan, which is published four weeks in advance. Additional hours may be agreed in writing. Work is performed on weekdays between 07:00 and 18:00 and on Saturdays between 08:00 and 16:00.

4. Pay

The hourly wage is DKK 152.25 before tax as of 1 October 2025. A supplement of DKK 26.00 per hour is paid for work on Sundays and public holidays. Wages are paid monthly in arrears on the last banking day of the month to the employee's NemKonto.

5. Holiday

The employment is covered by the Danish Holiday Act. The employee earns 2.08 days of paid holiday per month of employment and holiday allowance of 12.5%.

6. Absence due to sickness

The employee is entitled to full pay during sickness from the first day of absence. Absence must be notified to the shift manager before the start of the shift.

7. Notice of termination

Termination follows the rules of the Danish Salaried Employees Act (funktionærloven) principles applied by the employer: 14 days' notice during the probationary period, thereafter one month's notice from the employer and 14 days from the employee.

8. Collective agreement

The employment is covered by the collective agreement between HORESTA and 3F for the hotel, restaurant and tourism sector.

For the employer

Employee

Henrik Dahl-Jørgensen

Henrik Dahl-Jørgensen, owner
Copenhagen, 24 September 2025

Marta Kowalczyk

Marta Kowalczyk
Copenhagen, 24 September 2025