

Internship Contract
-voluntary internship-

Between

Name of Startup
Startupstreet No., 12345 Startuptown

and

Mr. Max Mustermann (hereinafter referred to as "Intern"),
Musterstr. 1, 12345 Musterhausen

the following is agreed:

§ 1 Area of Application / Activity / Training Period

The intern will be employed from DD.MM.YYYY to DD.MM.YYYY according to the training plan of the XYZ school/university to gain experience and knowledge in the XYZ department of the company. The internship ends after the specified period without requiring termination.

The weekly training time is 40 hours. The distribution and timing of the training hours will be determined by the company. Missed internship days must be made up. The Ecosys4you-Hackathon in RuhrStartupweek-Opening Party are included in the training time.

The purpose of this contractual relationship is to impart knowledge, experience, and skills not yet acquired according to the requirements of the study or training regulations. This contract does not constitute a vocational training relationship under § 1 BBiG nor an employment relationship.

§ 2 Vacation

The intern is entitled to 2 training days of vacation for each full month of the internship if the internship lasts more than 12 weeks. The timing of the vacation must be coordinated with the company.

§ 3 Obligations of the Company

1. Imparting Training Goals

The company is obliged to ensure, within operational possibilities, that the intern is taught the practical contents of the study or examination regulations attached as an annex.

2. General Obligations

The company is obliged, within operational possibilities,

1. to impart the required experiences and knowledge according to the study or training regulations through one or more suitable persons,
2. to ensure that the intern acquires the professional competence required to achieve the training goal, and to conduct the training in a systematic, timely, and factual

- manner, so that the training goal can be achieved within the stipulated training period,
3. to train personally or to explicitly assign a trainer,
 4. to provide the intern with free training materials, especially tools and materials, necessary for training and taking interim and final exams, even if such exams occur after the end of the training relationship,
 5. to encourage the intern to attend the university or other educational institution and to keep written training records if such are required within the education, and to review these records,
 6. to cooperate with the university or other educational institution in all matters concerning training,
 7. to release the intern for attending classes and exams at the university or other educational institution. The same applies if training measures are conducted outside the training facility,
 8. to ensure that the intern is promoted in character and not morally or physically endangered,
 9. to assign the intern only tasks that serve the training purpose and are appropriate to the intern's physical abilities,
 10. to issue a certificate to the intern upon completion of the internship, which includes, at the intern's request, an evaluation of conduct and performance in addition to the duration and type of activities.

§ 4 Obligations of the Intern

The intern must strive to acquire the professional competence required to achieve the training goal. In particular, the intern is obliged

1. to perform the tasks assigned as part of the training carefully,
2. to participate in training measures for which he is released under § 3,
3. to follow the instructions given by authorized persons within the scope of the training,
4. to observe the rules applicable to the training facility,
5. to handle tools, machines, and other equipment carefully and use them only for the tasks assigned,
6. to comply with the daily training time and prepare any required activity reports,
7. to adhere to accident prevention regulations and other operational rules.

§ 5 Impediment

In case of any impediment, the intern must inform the company immediately. In case of illness, the intern must submit a medical certificate of incapacity to the company within three days from the beginning of the illness. Days of incapacity will be added to the contract period.

§ 6 Probation Period / Termination / Cancellation

The probation period is 2 weeks. The internship ends after the period agreed in § 1 without requiring termination. During the probation period, both parties can terminate the contract without notice. After the probation period, the internship contract can only be terminated by the intern with a notice period of 4 weeks. The termination must be in writing and justified. The right to extraordinary termination for good cause remains unaffected for both parties.

§ 7 Confidentiality

The intern agrees to keep all company matters confidential, especially business and trade secrets, learned during or in connection with the internship, even after the internship ends.

§ 8 Remuneration

The monthly expense allowance is XYZ EUR gross. The remuneration is due on the last working day of each month. Payment is made cashless to the account designated by the intern. For commenced months, the expense allowance will be paid proportionally.

§ 9 Side Agreements / Written Form

There are no oral side agreements. Amendments and additions to this contract must be in writing to be legally effective. Electronic form is excluded. The requirement for written form does not apply to individual contractual agreements under § 305b BGB with an authorized representative of the company. Otherwise, the formal requirement cannot be waived by oral agreement, implied conduct, or silence. The repeated granting of a benefit or privilege establishes a legal claim for the future only if the written form is observed (exclusion of operational practice). If any provision of this agreement is or becomes invalid, the parties agree to replace the invalid provision with an agreement that comes as close as possible to the invalid provision in terms of interest and meaning. The same applies if the provisions of this contract contain an unintended gap.

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Place, Date

Place, Date

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Signature **Startup**

Signature Intern