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## **General Terms and Conditions – Danish Counsel**

### **1. Scope**

These Terms and Conditions apply to all services provided by Danish Counsel (“the Advisor”) to any client (“the Client”), unless otherwise agreed in writing.

### **2. Services**

The Advisor provides advisory and consultancy services relating to establishment, registration, posting of workers, compliance, and related matters. All services are based solely on the information and instructions provided by the Client.

### **3. Client’s Responsibility**

The Client bears full responsibility for all decisions, actions, and outcomes arising from the use of the Advisor’s services. The Client is solely responsible for ensuring that all information, documents, and instructions provided are complete, accurate, and timely.

### **4. Disclaimer of Liability**

The Advisor accepts no liability of any kind for any loss, damage, expense, or consequence, whether direct or indirect, suffered by the Client or any third party in connection with the use of the Services.

The Advisor shall not be liable for direct loss, indirect loss, consequential damages, business interruption, loss of profits, loss of data, reputational damage, or any other form of loss or damage.

Under no circumstances shall the Advisor be held liable, regardless of cause, including but not limited to errors, omissions, misunderstandings, changes in law, administrative decisions, technical failures, or acts of third parties.

### **5. External Assistance**

Where representation before courts or authorities is required, the matter will be referred to an external provider (e.g., licensed attorney). Any engagement and fee arrangements with such external providers shall be concluded directly between the Client and the third party. The Advisor assumes no responsibility for the services or performance of external providers.

### **6. Fees and Payment**

Fees are agreed individually. All fees are exclusive of VAT and disbursements. Invoices are payable within 14 days of issue. Late payment will accrue statutory interest and collection charges in accordance with Danish law.

### **7. Confidentiality**

The Advisor will treat all information received from the Client as confidential, unless disclosure is required by law or by order of a competent authority.

### **8. Intellectual Property**

All materials, analyses, documents, and templates prepared by the Advisor remain the sole property of the Advisor. The Client is granted only a limited right of use for the purposes of the specific assignment.

### **9. Force Majeure**

The Advisor shall not be liable for delays or non-performance caused by circumstances beyond the Advisor’s reasonable control, including but not limited to illness, strikes, system failures, governmental actions, or force majeure events.

### **10. Governing Law and Jurisdiction**

All agreements are governed by and construed in accordance with Danish law. Any disputes shall be settled by the Danish courts at the Advisor’s domicile, unless otherwise agreed in writing.