1. Monthly Consultant Fees

You are charged a monthly fee for each active Consultant onboarded via the Revolut GlobalHire platform ("**Revolut GlobalHire**") (the "**Monthly Consultant Fee**"). Generally, all invoices are issued and must be paid in one of the following currencies: EUR, GBP, or USD. We will show you the applicable billing currency on your invoice.

Fees are charged for the calendar month. You will be charged the full monthly fee for the month in which a Consultant starts. Fees are not pro-rated. For example, if a Consultant is onboarded on 28 January, the full monthly fee for January will still apply.

Currency	Monthly Fee per Consultant, outside Saudi Arabia and Qatar	Monthly Fee per Consultant in Saudi Arabia and Qatar
USD	$599	$1,199
GBP	£499	£999
EUR	€599	€1,199

2. Costs per Consultant

Costs will be shown and agreed to on Revolut GlobalHire. These costs are indicative.

Type of Cost	When does the Cost apply	Amount / Rate
Visa & Global Mobility Service Costs	Initial and ongoing costs applicable when visa or other global mobility assistance is provided for a Consultant.	Variable. You will be shown an estimate of these costs on Revolut GlobalHire. The final amount payable will be on the monthly invoice issued to you.
Employment Costs	Initial and ongoing costs applicable when engaging a Consultant (e.g. payroll taxes, social security contributions, mandatory insurance, and statutory benefits).	Variable. You will be shown an estimate of these costs on GlobalHire before you finalise your request to engage a Consultant. The final amount payable will be on the monthly invoice issued to you.

Type of Cost	When does the Cost apply	Amount / Rate
Termination Costs	Costs applicable when offboarding or terminating a Consultant. As per Clause 5.c (Terminating Consultants).	Variable. As per Clause 5.c (Terminating Consultants).

3. Additional Fees per Consultant

Fees will be shown and agreed to on Revolut GlobalHire. These fees are indicative.

Type of Fee	When does the Fee apply	Amount / Rate
Right to Work Fee (if applicable)	If a Consultant's citizenship is different from the country in which they are being engaged.	$250 USD
Benefit Management Fee (if applicable)	If you give the Consultant voluntary or mandatory benefits.	Variable
Benefit Support Fee (if applicable)	If a Consultant chooses a premium benefit plan.	$29 USD / month
Health & Safety Fee (if applicable)	If the Consultant works away from the location in their remote work schedule more than 20% of the time, which equates to more than one workday in a given workweek.	$50 USD / month
Early Termination Fee	If you offboard a Consultant within the first three (3) months, including resignation and termination.	One (1) month of the Monthly Consultant Fee.
Offboarding Fee	Anytime a Consultant is offboarded, including resignation and termination.	One (1) month of the Monthly Consultant Fee.

3. Payment Terms

Generally, we will issue you a single consolidated invoice for all applicable fees and costs related to Revolut GlobalHire.

Generally, invoices are issued on the 24th of each month, and we will automatically charge your saved payment method on the 25th.

If an invoice remains unpaid for more than five (5) days after the invoice date, a late payment fee will apply from the 6th day. The penalty is 0.15% of the outstanding amount per day (or the maximum rate permitted by law, if lower), with a minimum charge of 1.5% of the total unpaid invoice.

If you do not pay any due and payable costs or fees, we will follow the procedure set out at Clause 5.d (Recovery of unpaid costs and fees).

4. Taxes

All costs and fees are exclusive of VAT or any equivalent sales taxes applicable in your jurisdiction.