

Picker Conditions

Gene-Works Oy · Please read and accept these conditions before you arrive.

You take part as an independent gatherer of natural products under Finnish law (487/2021). These are the complete conditions of your place for the season. Please read them carefully — by accepting them in your cabinet you confirm you have read and understood them.

1. Your status

- You take part as an **independent gatherer** of natural products under Finnish law (487/2021), gathering under everyman's right. **You are not an employee** of Gene-Works. There are no guaranteed working hours.
- You may **sell the berries you gather to whomever you wish**. Our payments, the settlement of your place, and any discounts apply **only to berries you deliver to Gene-Works**.
- **Gene-Works does not arrange visas, residence permits or work permits.**

2. Your right to stay in Finland

- You must have your **own valid legal right** to stay in Finland (residence permit, visa, EU citizenship, etc.), and it must **cover your whole picking period**.
- Keeping your documents valid throughout is **entirely your responsibility**. If your legal basis expires, you **cannot stay or pick beyond that date**.

3. No guaranteed income

- **Income is not guaranteed**. What you earn depends only on how much and what quality of berries you deliver, the purchase prices, the weather, the harvest, the region and your own effort and skill.
- This is not employment: there is no wage, no salary and no guaranteed hours or amount.

4. Berry prices and payment

- Prices are set by Gene-Works, **posted in the camp and in your cabinet**, and **may change during the season** with the market, by berry type and quality.
- We may **refuse to accept berries of poor quality**.
- We pay by **bank transfer** to the account you provide, **usually within 14 days and never later than 21 days** after delivery.

5. What a place costs

Your exact daily price is the one stated in the **personal offer you accepted in your cabinet**.
The general model:

- First 7 days (**trial week**): €8 per day.
- After the trial week: €12 per day.
- **Core-season rebate**: if you complete the core season (you leave **on or after 4 October**), every **post-trial** day is charged at **€10** — we give back €2 for each post-trial day. The trial week stays €8/day.
- **Own car, group of 5+, using our trailer**: –€2 per day for each member of your group in the car.
- Discounts can combine. The lowest ongoing rate is **€8/day**; a trial week with an own-car group of 5+ can be as low as **€6/day**.
- The price is the same in every camp.

6. How your place is paid

- **Normally you do not pay for your place out of your own pocket** — the cost is taken from the money we pay you for the berries you deliver. **Only if your berry earnings and your deposit together do not cover it** will we invoice you or ask you to top up your deposit.
- Your cabinet always shows: berries delivered, what we owe you, what was taken for your place, your deposit and your balance.
- Coverage is looked at **cumulatively** — one slow week is fine if your earnings catch up. But if your earnings keep falling behind and your deposit runs down, you will have to **add money to your deposit or leave**.

7. Deposit (€84)

- When you confirm your place you pay a **deposit of €84 (one week)** by invoice. We hold it the whole time you are with us.
- If you **cancel or do not arrive** to take up your place, the deposit is **not refunded** — it covers the place we reserved and held for you.
- The deposit is **separate from your daily place cost**: you pay it once up front and get it back at the end (minus anything you owe). Paying the deposit is not the same as paying for your daily place.
- At the end, your remaining deposit is **returned together with your final payment**, after deducting anything you owe (place, tools, damage, fines).
- If in the end we **cannot give you any place at all**, we return your **full €84**.

8. Tools

- We give you a professional picking **rake (€54)** — you do not pay in advance; €54 is taken from your first payment. **Optional:** you may bring your own tool instead (then we do not prepare a rake for you).
- We give you a **picking bucket for free** — use it during the season and **return it** when you leave.

9. Transport

- We provide a **car and a trailer for berry picking** (included in your daily price).
- **Fuel for picking trips is shared among the pickers who ride together** — in our car and in own cars alike. **Gene-Works does not pay for fuel.**
- **Own car, group of 5+** with our trailer → **–€2/day** for each member of your group in the car. If your group is smaller than 5, you must be willing to take **one more picker** from our community so the car is full. That added picker **pays the standard price** and shares the fuel — the –€2 discount applies only to your own group, **not to them.**
- To receive the –€2 discount, on each day you go out you mark in the system the **Picker IDs of who was in your car** and the **trailer number** (just who rode and which trailer — not your route).
- On prior arrangement and when needed, we can give a **free transfer between the nearest bus/train station and the camp** (and back).

10. Accommodation

- We provide a **sleeping place (bed/mattress), a shared kitchen (stove), shower, toilet, hot water and electricity.**
- **You bring your own bedding** (sheets, pillow, blanket) and **all your own kitchenware and utensils** (plate, cup, spoon, fork, knife, pot, pan). Some items may be on site but are **not guaranteed**; if present, treat them carefully.
- **Men and women are accommodated separately.** Rooms are shared — from about **2 to 8 people** depending on the camp. You cannot choose the exact room. **One place = one person**; you cannot give, sell or hand your place to another person (this is separate from any camp change we may arrange).
- We do not rank camps as better or worse and do not guarantee a specific camp.

11. What to bring / what we provide

Bring yourself: bedding; all cookware and utensils; all clothing including waterproof/forest gear and rubber boots; mosquito repellent and personal items; personal medication and hygiene items; phone and charger; and **enough money for your first ~2 weeks**, since berry payments arrive later.

We provide: your place and facilities, kitchen (stove), transport to the picking areas, a returnable picking bucket, and a rake if you chose one.

12. Food

- We **do not provide food or meals**. You buy and cook your own food in the shared kitchen, using your own cookware.

13. Insurance, health and safety

- **Gene-Works provides no insurance of any kind.**
- Your **health and any medical costs are your own responsibility**. Picking, travel and camp life are **at your own risk**.
- Gene-Works is **not liable** for any injury, illness, accident, or loss of or damage to your personal belongings.
- In an emergency, call **112** (Finland).

14. Camp rules and conduct

- Keep your space and shared areas clean during your stay, and leave everything **clean and undamaged** when you go.
- You are **responsible for any damage** you cause — we may invoice you and take it from your deposit. If you leave a mess or do not clean up, there is a **€100 fee**.
- Treat all camp property and tools (rakes, trailer, kitchen) with care.
- **Zero tolerance for racism** — any racist words, behaviour or harassment toward anyone is grounds for **immediate removal**. Everyone is treated equally regardless of nationality, ethnicity, colour, religion or background.
- A place may be ended for: aggression, threats or violence; repeated drunkenness or disruptive behaviour; harassment; theft; or refusing to keep shared spaces clean.

15. Dates, trial week and booking

- Your **preliminary start date** is given with your invoice. The season is expected to start **around 20 July** and may shift **±1 week** depending on the harvest — we will let you know **at least one week in advance**.
- You **arrive and start on a Monday**. Your **trial week** = your first 7 days (**Monday–Sunday**), at €8/day. These 7 days are always charged (€56).
- After the trial week, your place is **booked one full week at a time (Monday–Sunday)** and continues automatically. You only need to tell us when you want to leave.

16. Leaving, and ending a place

- **To leave:** tell us **at least 14 days in advance** so we can offer your place to another picker. A week you have started (Mon–Sun) is **always paid in full**, even if you leave earlier.
- **How we settle** whatever you owe (unpaid days of started weeks + tools + any damage/fees): first from your **berry balance**, then from your **€84 deposit**, then by **invoice** for any remainder; anything left over is **returned with your final payment**.

SITUATION	YOU ARE CHARGED
Leave normally (14-day notice)	all started weeks up to departure; deposit remainder returned
Leave at end of trial week	€56 place (7×€8) + €54 rake if you took ours . Settled from your berry earnings first, then your €84 deposit; the rest of the deposit is returned (or a small balance is invoiced).
Leave with less than 14 days' notice (or none)	started week in full + one further week (for the reserved place we cannot re-let in time)
We end it because your earnings do not cover the place ahead	ends from the start of an unpaid week, with 3 days' notice ; charged for days used
Immediate removal for serious misconduct	started week in full + one further week + any damage

17. Travelling to Finland and to the camp

- Getting to Finland and to the camp — and leaving — is **your own responsibility and cost**. (A free station↔camp transfer may be arranged in advance, see §9.)

18. Questions, concerns and oversight

- Contact Gene-Works any time via **WhatsApp** or **email (info@gene-works.fi)** with any concern about safety, accommodation, payment or treatment.
- Gene-Works operates under the Finnish natural-products gathering law (**487/2021**) and is subject to the supervision of the competent Finnish authorities, whom you may also contact. In an emergency call **112**.
- These conditions are **governed by the laws of Finland**; any dispute that cannot be resolved directly is subject to the jurisdiction of the **competent Finnish courts**.

19. Your data

- We process your personal data as described in our **Privacy Policy** (gene-works.fi/privacy).

20. Acceptance

- These conditions are provided in English. By ticking "**I have read and accept these terms**" you confirm you have read and understood them. We record the **version and the date** of your acceptance.
- We may **update these conditions** from time to time. Each version carries a date; the version you accepted in your cabinet is the one that applies to you, and we will **notify you of any material change**.