

Compliance & Contracting — One-Pager

Engineering outstaffing for EU enterprise. Everything procurement and legal ask first — on one page.

100+

engineers on staff

72%

Senior / Lead

7+ yrs

in the market

5.6%

attrition

2.2 yrs

avg engagement

80% PL

engineers in the EU

■ CONTRACTING ENTITY

HipTech OÜ · Kadaka 72a, 12618 Tallinn, Estonia · Reg. no. 16671417 · VAT EE102661826. EU contracting entity; 80% of engineers based in Poland (EU); full CET working-hours overlap.

■ CONTRACTING MODEL

MSA + SoW — services, not labour leasing. Not Arbeitnehmerüberlassung; work is delivered as services under statements of work.

Time & materials, EUR. All-inclusive hourly rates — delivery manager, replacement guarantee and equipment included. Monthly invoicing.

Zero lock-in. Scale-down from day 0, no penalties; notice terms per your policy.

Guaranteed replacement. Replacement proposed within 2 weeks; the new engineer's first 2 weeks — onboarding and handover — are free of charge.

■ DATA PROTECTION & IP

GDPR-aligned. DPAs signed as standard for any data-touching engagement; NDA before any project details are shared.

Full IP transfer. All work product belongs to the client; code and data live exclusively in client infrastructure by default.

■ WORKFORCE VETTING

Verified identities. Identity and education verification, EU/US sanctions screening for every engineer.

No subcontracting. Direct HipTech contracts only; you always know who is doing the work.

3-step selection. Soft skills & CEFR-assessed languages; technical deep-dive with a 2-hour live coding session; per-project fit interview.

■ SECURITY PRACTICES

Centrally managed access control · company-issued devices · VPN-secured access to client environments for every engineer.

■ AI TOOLING POLICY

AI coding tools (e.g. GitHub Copilot) are used only where the client's policy allows it — client-approved tools only, configured so code and data never leave client-controlled environments. If your policy prohibits AI tooling, we work without it.

■ ENGAGEMENT MODELS

Team augmentation (engineers join your team and workflows) or a dedicated cross-functional team under your management. First CVs within 48 hours for bench roles; a productive engineer in ~2 weeks.