

CLIENT SERVICES AGREEMENT

We are Real-Time Consultants Limited (company registration number 02587032), trading as RT Consulting, of Teme House, Whittington Road, Worcester, WR5 2RY, including, for the purposes of these Terms of Business, our branch offices and our subsidiary companies (as defined by s.1159 Companies Act 2006) or associated bodies corporate (as defined by s.256 Companies Act 2006) (throughout 'we', 'us', 'our' and 'ours').

You are the recipient of this CSA and as such you and a Connected Person are our Client for the purpose of these Terms (throughout 'you', 'your' and 'yours').

Introduction and Acceptance

This Client Services Agreement ('CSA') comprises the framework terms and conditions upon which we conduct business ('these Terms') and consists of CSA - Part 1, which sets out our summary commercial terms and rates, and CSA - Part 2 which contains our detailed main terms.

Once you have received this CSA, any act by you of accepting or requesting services from us or using in any way information from us relating to a Consultant, is deemed to be and shall constitute your acceptance of these Terms which then apply.

Definitions are denoted by upper case first letter and are contained in various parts and/or the definitions section of these Terms. You may view our Privacy Notice at www.rtc.co.uk/privacy

Fee Scales

Fees 1 – Fees for Temp Supply

Our Fee is calculated at the rate specified and agreed by us for the Assignment from time to time. Our Fee is based upon the total of the cost to us of engaging and supplying the Consultant whether calculated with reference to a Consultant (including statutory payments we make to or relating to the Consultant or by virtue of our payment to the Consultant) or our business ('Total Cost') plus our charge ('Charge') which, unless otherwise agreed in writing, shall be calculated as a percentage of Total Cost. Note: Fees may increase if our costs increase.

Fees 2 – Transfer Fee for all Engagements following our supply of the Consultant

The higher of 25% of Remuneration, or a fee charged under Fees 1, chargeable if there is an Engagement within the relevant Transfer Period of a Consultant we have supplied.

In certain circumstances instead of paying us a Transfer Fee you may have an option to take the supply of the Consultant through us. Please see Section 8 of the CSA – Part 2. A Fee based on Fees 1 is payable in the case of an Engagement of a Consultant we have Introduced, but not actually supplied, for any purpose.

CSA - Part 1

CSA Terms:

1. Our principal service is to locate, introduce and/or engage with suitable Consultants for you to take on a temporary basis to meet your requirements. If you require any alternative services, we will be happy to discuss with you but please note these may be subject to different terms.
2. We may appoint one or more account managers to act as our point of contact to liaise with you. Please refer any question concerning a Requirement or Consultant to the appointed person. Our authorised officer for the purposes of varying these Terms is a director or any other person we notify to you from time to time.
3. Except where there are expenses or we have agreed a specific chargeable item, for example, an advertising campaign or a different or specific service, we only charge fees where we supply or introduce Consultants that you use in some way. Please note we are entitled to our Fee for an introduction regardless of the role, tasks, or purpose for which you use a Consultant.
4. The default Fee Period is 12 months.
5. We rely on the information you give to us so that we can provide the best outcome for you. Accordingly, it is important that you give us all the information necessary and we will advise you on what we need from time to time. To avoid any misunderstanding, it is also important that you keep us promptly informed of your intentions in relation to Consultants we introduce.

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6. Consultants we supply on a temporary basis are engaged by us on a contract for services unless we inform you otherwise. As the Consultant's relationship is with us and you are not intended to be the Consultant's employer, save for providing the Consultant with required information related to the work being done, you should refer any questions and relationship matters to us, not to the Consultant. Our contract with the Consultant shall include the following obligations:
 - (a) to perform the work required under an Assignment in good faith with due care and skill, and not perform any work during the Temp Supply for any third party which conflicts with your interests
 - (b) not to make use of your confidential information except where authorised
 - (c) upon termination of the Temp Supply to deliver up to either you or an End User any documents and other materials of yours or the End User's held by the Consultant.
7. Our Fees depend on the type of service provided and are calculated using the Fee Scales. Except for Temp Supply or where otherwise agreed, the Fees are calculated as a percentage of total Remuneration
8. The Invoicing Interval for is monthly. You must validate work done where there is a Temp Supply at the end of each month (Validation Period).
9. You are ultimately responsible for ascertaining suitability and checking the Consultant's work and performance, and so, whilst we accept liability for our own negligence and where required by law, we do not accept liability for the work done by a Consultant in any circumstances. Our liability excludes indirect loss, is subject to a cap of £1m, unless otherwise required by law, in the case of a Temp Supply is limited to one month's Fee under the Assignment.
10. Where you employ a Consultant and have kept us informed of your decision to employ, we agree not to solicit the Consultant to take up employment elsewhere for the period of 12 months except where any of the Non-Solicit Conditions apply. Contact of a general, automated, or inadvertent nature (for example, by reason of connection with or inclusion on social media or a mailing list) shall not amount to soliciting.
11. The Non-Solicit Conditions are:
 - (a) you are in breach of these Terms
 - (b) the employment has ended for any reason, the embargo ceasing upon the giving of notice of termination
 - (c) you did not provide us with full and correct information relevant to the Assignment
 - (d) you have agreed we may help the Consultant find other work.
12. If you are not satisfied with a Consultant we supply for an ongoing Requirement, you agree to give us reasonable time to find and supply a suitable alternative Consultant.
13. **IR35 tax.** If we advise you that a Consultant operates through a company or partnership to which the off payroll tax rules set out in Chapter 10 of Part 2 of ITEPA may apply you must provide us either with an SDS, namely a status determination statement in the form required pursuant to the OPR or an OPR Exempt Statement, namely that the OPR do not apply because you are either a small company or you have no UK connection. Your statement to us in either case may affect the rates upon which we can provide the supply.
14. **Payment Terms:** Fees and Expenses are payable within 14 days from the date of our invoice save for Engagements of which we are not informed in advance for which our Fees are payable within 14 days of the Engagement.

CSA - Part 2

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Section Guide

Sections 1 - 4 terms that apply to all introductions

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Section 1 - definitions and meanings

Additional Service	any additional specific service, which may be ancillary to or as part of the Services or which may relate to other business, which we provide to you following your request
Agency Worker	an agency worker as defined by R.3 of the AWR
Assignment	an Engagement in respect of which (a) arrangements have been negotiated through us, or (b) you have kept us fully informed of the arrangements and details, in either case agreed by us in advance of commencement; references to Assignment shall include the period of Temp Supply NOTE: An Engagement which you do not agree with us in advance is not an Assignment
AWR	the Agency Workers Regulations 2010 and any related regulations
Consultant	a person, whether presenting as an individual, a contractor, an interim manager, whether self-employed or otherwise, and/or a limited company through which a person is offering services, or a supplier company, in respect of whom or which, or in respect of whose skills or services, information is provided to you by us or by a Consultant already Introduced
Cessation Event	an event of insolvency within the meaning of the Insolvency Act 1986, the appointment of a receiver or an administrator, notice of intention to appoint an administrator, the making of a winding up order, entering into or proposing to enter into a Company Voluntary Arrangement or similar arrangement or composition with creditors, the passing of a resolution to cease trading or actual cessation of trading
Charge	the amount defined as 'Charge' in the CSA - Part 1 at Fees 1
CIS	His Majesty's Revenue and Customs ('HMRC') Construction Industry Scheme
Comparator Terms	the pay and basic working and employment conditions as set out in R.6 of the AWR that are ordinarily in force within your business and which would have been applicable had the Consultant been engaged directly by you to do the same job on the first day of the Temp Supply
Conduct Regulations	the Conduct of Employment Agencies and Employment Businesses Regulations 2003

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Connected Person	a person with whom we conduct business, being (a) a subsidiary company (as defined by s.1159 Companies Act 2006) or associated bodies corporate (as defined by s.256 Companies Act 2006) of yours, or (b) a business (whether corporate or unincorporated) (i) which is a member of, director of, or partner in, your company or business, or (ii) of which you are a member, or director or partner, or (iii) for which either you or a representative of yours is authorised by you (whether expressly or impliedly) to undertake work (other than solely in a professional capacity), or (iv) which has a director or shareholder in common with you
CSA Terms	those terms set out under the heading 'CSA Terms' in the CSA – Part 1
Day 1 Rights	rights under the AWR which a hirer must apply to an Agency Worker from the first day of an assignment, under R.12 (right to shared facilities) and under R.13 (right to be informed of relevant job opportunities in the same way as directly recruited comparable workers)
Data Laws	data protection legislation applicable from time to time in the UK and use herein of 'Personal Data', 'Controller', 'Processor', and 'Data Subject' shall have the respective meanings defined therein
End User	any third party to whom you provide information concerning a Consultant following an Introduction and for whose benefit the Consultant provides any services and any associate (as defined by s.435 Insolvency Act 1986) of that third party
Engagement	an engagement, arrangement or employment, of any description (including as defined by s.13(1)(a) of the Employment Agencies Act 1973) under an Assignment or otherwise, whether direct or indirect, express or implied, under which a Consultant is due to provide or provides any services for your benefit or for the benefit of, or to, an End User including, but not limited in meaning to, an engagement or employment which is temporary or permanent in nature or through the intermediary of a limited company or by contract through a third party, the date of which shall be deemed to be the earlier of the date of an agreement to Engage or the date of commencement of any services under an Engagement, and 'Engage' and 'Engaged' shall have corresponding meaning
Expenses	any expenses you have agreed to pay
Fees	the payment due for the Services calculated as set out in the Fee Scales or as otherwise agreed in writing by our authorised officer, and 'Fee' shall have corresponding meaning
Fee Period	the longer of (a) any time after an Introduction where the Introduction was the effective cause of the Engagement, or (b) the default period of 12 months, or such other default period (if any) specified in the CSA terms, after any of (i) an Introduction relating to the Consultant (ii) the end of negotiations relating to an Introduced Consultant (iii) the last day of an Assignment of the Consultant
Fee Scales	as set out in the CSA - Part 1
Introducer	an 'employment agency' as referred to in the Conduct Regulations
Introduction	the provision of information by us or by a Consultant, whether or not such information includes the Consultant's name, that enables you to identify a Consultant or relating to a Consultant already identified, and whether or not the introduction was prior to your agreement to these terms, and 'Introduce' and 'Introduced' shall have corresponding meaning
Invoicing Intervals	the intervals at which we normally invoice in respect of Temp Supply as specified in the CSA Terms
ITEPA	the Income Tax (Earnings and Pensions) Act 2003
Loss	Loss includes, without limitation, loss arising from any claims, demands, actions, proceedings, liabilities, costs (including court costs and reasonable legal fees), expenses, fines, monetary penalties, losses and/or damages, whether in contract, tort (including negligence or breach of statutory duty), misrepresentation, restitution or otherwise, and whether direct, indirect or consequential, arising from delay, stoppage, error, action or omission, including in particular loss

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	(a) of revenue or profits
	(b) of business opportunity or contract
	(c) of goodwill or injury to reputation
	(d) of savings, discount, or rebate (whether actual or anticipated).
OPR	the off payroll tax rules set out in Chapter 10 of Part 2 of ITEPA
OPR Exempt	where the OPR do not apply because you are either a small company or you have no UK connection
Opt Out Notice	a notice of opt out under R.32(9) of the Conduct Regulations
Party	you or us, together referred to as 'Parties'
Payment Terms	the payment terms set out in the CSA Terms or otherwise agreed in writing signed by a director of ours
Privacy Notice	our privacy notice made pursuant to the Data Laws from time to time
PSC	an intermediary which meets or is treated as meeting the conditions in s.61N(9)-(11) of the Off-Payroll Rules
PSC Services	the services provided by a PSC under an Assignment
Remuneration	any payment for the services of the Consultant under an Engagement calculated in accordance with Section 3
Representative	an individual who is a Consultant representing and working for a PSC in the provision of the PSC Services
Requirement	a request from you in any form (whether oral or otherwise) for our Services
R.5 Rights	the rights an Agency Worker has to the same terms and conditions in force in your business relevant to others doing the same job, as set out in R.5 AWR
SDS	a status determination statement in the form required pursuant to the OPR
Services	to locate, introduce and/or supply Consultants for you in accordance with your Requirements from time to time, Assignments and/or any Additional Service
Social Media	any electronic means of processing, viewing, obtaining or exchanging information or communications about persons through use of the internet or web-based technologies/ applications, electronic platforms or any telephonic (mobile or otherwise) messaging system
Special Terms	those terms, if any, described as Special Terms in the CSA – Part 1
Supplier	an 'employment business' as referred to in the Conduct Regulations
Tax Authority	HMRC or any other authority, body or department responsible for collection of tax, national insurance, social security or any other charges or fees
Temp Supply	the temporary supply to you of a Consultant who or which we employ or otherwise engage either directly or indirectly through a third party
Total Cost	the total cost referred to in Fees 1 of the CSA - Part 1
Transfer Fee	the fee due to us provided for Introductions as referred to in Section 8
Transfer Period	the period referred to as the Transfer Period in Section 8
Validation Period	the time interval specified in the CSA Terms for validating work activity

Section 2 - general obligations, information and introductions

- 2.0 We agree to use our reasonable endeavours to provide the Services. For the purpose of the Conduct Regulations where your Requirement is only for the Temp Supply of a Consultant we shall be acting as a Supplier.
- 2.1 You agree to accept our Services and you acknowledge and agree
- (a) the Conduct Regulations and other statutory obligations require us to provide specific information to each Consultant and to other authorities in relation to any Requirement; accordingly, to enable us to comply with our obligations and to help us introduce a suitable Consultant you must
 - (i) upon issuing a Requirement or as soon as possible thereafter provide the information set out in the Schedule together with answers to any additional questions we may raise, and

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- (ii) prior to an Engagement promptly inform us of any additional information or any change to information already provided
- (b) in order to achieve a satisfactory outcome, to check that the Consultant is suitable for your purposes and that you are satisfied with the information and confirmations we have provided to you, regardless of our statutory obligations, and you agree in particular
 - (i) regardless of any references or information that we may provide, to take up your own references for the Consultant and verify the experience, training and qualifications of the Consultant or other information supplied
 - (ii) to ensure that the Consultant has any necessary permit or authority to work for you and comply with asylum and immigration requirements relevant to an employer
 - (iii) to explain your requirements to the Consultant promptly on commencement of the Engagement if you have not already done so
- (c) where you need authorisation or a licence to be able to engage a Consultant or allow the Consultant to work in the position you seek to fill, your request for us to seek a Consultant shall be deemed to be your confirmation that you have all necessary authorisations and licences unless you inform us otherwise, for example where you are in the process of applying for the required authorisation
- (d) to ensure that all information you provide to us is full and accurate
- (e) to keep us promptly informed of your intentions in relation to an Engagement of a Consultant throughout the Fee Period.
- 2.2 We may Introduce Consultants to you regardless of any specific Requirement and for the avoidance of doubt you may Engage the Consultant for any purpose, job or role regardless of any stated initial intention. In the event that you have not already provided us with information in accordance with this Section 2, you agree to provide us with that information promptly.
- 2.3 Transparency is important to avoid duplication of effort. Accordingly, you agree to tell us promptly if you are using any Social Media, using a third party to fill positions or you are actively considering an individual introduced from another source or already known to you, for filling a Requirement. In all cases it is your sole responsibility for checking whether a Consultant has been previously introduced by another party and for keeping us informed.
- 2.4 If you are already, at the time we first Introduce a Consultant to you, actively considering the Consultant for Engagement such that you believe that we have no entitlement to a Fee, it is important that you notify us in writing within the notification period specified in the CSA, or, if no period is specified, within 5 working days of the earliest date upon which you are able to identify the Consultant from the information we have provided, together with clear supporting evidence of your active consideration.
- 2.5 Wherever there is an Assignment we shall endeavour to advise you of the details as soon as possible. For the avoidance of doubt, whilst we may advise you of the details applicable to the placement of a Consultant, those details are relevant only to record rates agreed for the purposes of our Fee and your use of the Consultant but not further or otherwise.
- 2.6 In the case of a Temp Supply, we may confirm the detail of the Assignment to you and ask you to accept. However regardless of any express acceptance the commencement of any work for you, or attendance at the Client Site, by the Consultant shall be deemed to be and constitute your acceptance of the Assignment.

Section 3 – remuneration

- 3.0 Remuneration referred to in the Fee Scales, for the purposes of our Fee, is calculated as follows:
 - (a) subject to clause 3.0(b), the total proposed or projected sum (whichever is higher), payable by you or an End User for the benefit of the services of a Consultant under an Engagement for one calendar year from the earlier of the proposed or actual commencement of the service, together with the value attributable by HM Revenue & Customs, or for the avoidance of doubt, would be attributed by HM Revenue & Customs were the benefit subject to tax in the UK, of all taxable benefits provided under the Engagement, such value in respect of any motor vehicle being not less than £7,500
 - (b) calculation is on an annualised basis, so that the same payment rate or charge applicable during the period of an Engagement which is projected to be for less than a full calendar year shall be deemed to apply as if the Engagement were to continue for a full year, whether or not the Engagement continues for a full year.
- 3.1 Wherever there is an Engagement, not being a Temp Supply, in respect of which we believe (whether reasonably or otherwise) we may be due a Fee you shall, within 7 days of our written request, provide details of the Remuneration and such other material terms of the Engagement as we may request. If you do not inform us of the relevant

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Remuneration within 7 days of our enquiry, or by a later date we raise an invoice, the Remuneration shall be deemed to be an amount calculated on the basis of the higher of

- (a) the rate payable by you under the last previous Assignment, or
- (b) the highest amount or rate indicated by either you or us as payable for the services sought by you, or
- (c) the highest amount achievable in the marketplace for a person of similar experience to work in the position that has been filled - such amount shall be determined by us based upon appropriate evidence.

Section 4 – fees and invoicing generally

- 4.0 You agree to pay our Fees and any Expenses in accordance with the Payment Terms without deduction, set off or counterclaim, subject only to clauses 6.4 and 6.5.
- 4.1 Our Fees are due and payable by you whenever you use a Consultant, we provide an Additional Service for which we have agreed a Fee, or otherwise as agreed in or pursuant to these Terms. For the purposes of these Terms, you 'use a Consultant' whenever there is an Engagement within the Fee Period, being where you Engage a Consultant (whether or not as an Assignment), or you introduce (by providing information or otherwise) a Consultant to an End User which enters into an Engagement of the Consultant. The date of an Engagement shall be deemed to be the earlier of the date of an agreement to Engage or the date of commencement of any services under an Engagement.
- 4.2 Save as otherwise provided for, Fees for Engagements and Assignments and how they are calculated are set out in the Fee Scales.
- 4.3 Fees for any Additional Service will be agreed with you and are payable on delivery of the service or at such other time as may be agreed in writing.
- 4.6 An Engagement during Fee Period (b) is deemed to be as a result of the relevant Introduction unless you have complied with clause 2.4; accordingly, and for the avoidance of doubt, there is no implied term that an Introduction must be the effective cause of an Engagement during Fee Period (b). Without prejudice to the foregoing, if you have complied with clause 2.4, the evidence is that our Introduction was not the effective cause of the Engagement and you have not taken any step to affirm our effort or involvement in respect of the Consultant, we shall release our Fee.
- 4.7 For the avoidance of doubt, save as where otherwise provided for
 - (a) where we have Introduced a Consultant your decision to Engage the Consultant based on or resulting from the use of Social Media or another source shall not disentitle us to our Fee
 - (b) we are entitled to a Fee for an Introduction
 - (i) regardless of any arrangement for a fee or otherwise that you may have with a third party relating to the same Consultant
 - (ii) howsoever you Engage the Consultant regardless of the job description for which the Consultant may be Engaged, whether the position sought to be filled by you has changed, or the role or tasks to be performed or undertaken by the Consultant are different from those provided to us in respect of the Requirement.
- (c) An Introduction entitling us to our Fee in the event of your Engagement shall be deemed to exist notwithstanding that you, or a person at your request, may have initially introduced the Consultant to us for the provision of all or part of our Services to you.
- 4.8 We may issue an invoice to you
 - (a) at the Invoicing Intervals or at any times or intervals specified in these Terms or otherwise agreed
 - (b) for an Additional Service at the time agreed for the service, or in the absence of agreement, upon delivery of the service.
- 4.9 Whilst it is our normal practice to raise invoices for Temp Supply at the Invoicing Intervals, times shall not be of the essence, our agreement to invoice shall not be subject to an implied condition that delay amounts to a waiver of any kind, and, for the avoidance of doubt, there shall be no limit save any statutory limit on the time by which we are obliged to raise a valid enforceable invoice.
- 4.10 All Fees are subject to value added tax which shall be charged in addition and, for the purpose of calculating our Fee, Remuneration in foreign currency will be calculated at the Bank of England Sterling exchange rate applicable on the date of our invoice, or in the case of a debt otherwise due and we elect so to choose, the rate applicable on the date of actual payment.
- 4.11 In the case of an Engagement where we are not informed in advance (i.e. there is no Assignment), unless otherwise stated in the CSA Terms, Fees are payable within 14 days of commencement of the Engagement, the sum due in respect of the Fee being a debt due to us whether or not we have submitted an invoice.

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- 4.12 Without prejudice to Section 6 (fees and records for temp supply), any dispute in respect of an invoice raised by us must be raised promptly and in any event by no later than the time for payment specified in the Payment Terms, time being of the essence, and in the absence of any dispute being raised the invoice shall be deemed to be accepted.
- 4.13 Interest is due on any overdue sum calculated at the rate of 2% per month.

Section 5 - Temp Supply and AWR compliance

- 5.0 Save to the extent qualified by Section 7, the provisions of this Section 5 and Sections 6 to 10 apply where we act as a Supplier in relation to Temp Supply.
- 5.1 You agree as an on-going obligation throughout each Assignment to
- (a) ensure that any equipment or vehicles provided by you for use in relation to the Temp Supply are in good order, suitable, safe and compliant with all relevant regulations and safety requirements
 - (b) maintain adequate insurances including Employer's and Public Liability Insurance which provides cover for Consultants under Assignment
 - (c) ensure that the Consultant is aware of your or any End User's rules and any regulations applicable to external contractors
 - (d) provide such instructions and suitable facilities to the Consultant as are necessary to enable the Consultant to perform services, and to monitor performance and compliance with such instructions to the extent reasonably necessary to ensure your objectives are being achieved, but without conflicting with any other provision in these Terms
 - (e) allow us to suspend the services of the Consultant for the purposes of leave or sickness absence provided that we shall require the Consultant to notify you as soon as practicable of the reason for any absence
 - (f) refrain from discussing with the Consultant the terms of the Consultant's engagement with us, other than strictly as required for the proper objectives of the work required under the Assignment or as required by law.
- 5.2 You shall
- (a) be responsible for the behaviour of other persons utilised by you to the extent such actions may give rise to a claim by the Consultant of unlawful treatment, including sexual harassment and unlawful discrimination, and take all reasonably practicable steps to prevent unlawful treatment in the workplace
 - (b) ensure that you and/or an End User have appropriate policies and processes in place to prevent unlawful treatment, and take such action as is necessary to stop any unlawful treatment.
- 5.3 You acknowledge and agree that
- (a) the Consultant is not intended to be nor is, during an Assignment, an employee of yours and that there is no obligation on any party to perform or provide work for any specific period
 - (b) you have selected the Consultant due to the Consultant's skill, expertise and experience relevant to the work required under the Assignment and that you shall rely thereon for all purposes.
- 5.4 By reason of clause 5.3(a) you shall not integrate the Consultant into your workforce or treat the Consultant as an employee or do any act or thing towards the Consultant which may be regarded as the act of an employer towards an employee, for any purpose, but not so that this shall prejudice your obligations in relation to health and safety, the AWR or other specific obligations under these Terms of Business.
- 5.5 By reason of clause 5.3(b) unless the nature of the work specifically requires that you supervise, direct or control the manner in which the Consultant provides services, you shall not and have no right to do so.
- 5.6 In relation to health and safety
- (a) in respect of Consultants that are not PSCs or operating through PSCs you shall be responsible for the health and safety of the Consultant as if directly engaged by you, regardless of the location at which the work is undertaken, and, without limiting that responsibility in any way, you shall
 - (i) ensure that the work complies with all relevant health and safety procedures and requirements
 - (ii) before deploying the Consultant and at appropriate times during the Assignment undertake such risk assessments as are necessary, including with regard to any need for Personal Protective Equipment ('PPE') and not allow the Consultant to undertake any work that is hazardous without informing the Consultant and us in writing of any specific or potential hazards
 - (iii) where there is a need for PPE, ensure that the Consultant is provided with suitable PPE, at no cost to us or the Consultant, that such PPE is maintained in good order and appropriately stored, and that the Consultant receives appropriate instruction and training on the use of the PPE

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- (b) in respect of Consultants that are PSCs or operating through PSCs you shall be responsible for ensuring that any premises, equipment or materials made available for use by the Consultant complies with all relevant health and safety requirements, for carrying out appropriate risk assessments and provision of PPE where regulations so require; you also agree to ensure that the Consultant is aware of all relevant risks identified and/or procedures required to be followed.
- 5.7 To facilitate compliance with the AWR you agree the following:
 - (a) answer questions relevant to AWR rights that we may raise
 - (b) you are responsible for informing us if the Comparator Terms change at any time
 - (c) you acknowledge that we shall be entitled to increase our charge to reflect any increased entitlement of a Consultant resulting from change in the Comparator Terms
 - (d) liability under the AWR may attach to either Party if R.5 Rights are not correctly provided; accordingly you recognise that we may rely upon the AWR information you provide and we cannot accept liability in the event of a claim by a Consultant resulting from any inaccuracy in the information provided
 - (e) to comply with your obligations under the AWR, including in respect of Day 1 Rights, and R.17 of the AWR
 - (f) not to discriminate against a Consultant on the grounds of maternity or pregnancy, and in particular take all reasonably practicable steps to make reasonable adjustments or modifications to remove or reduce the health and safety risk to acceptable levels.

Section 6 – fees and records for Temp Supply

- 6.0 For the period of supply our Fee will be calculated in accordance with Fees 1 the Fee Scales, time spent being in accordance with records of time worked and/or services provided by the Consultant and material costs, if any. Whether or not a rate is agreed, we shall be entitled to increase our Fee to account for additional costs of supply incurred as a result of
 - (a) compliance with applicable legislation (whether specific to a particular Consultant, or applicable to our business or part of it) including relating to, the National Minimum Wage, the AWR, working time, National Insurance contributions, the Apprenticeship levy (under Part 6 of the Finance Act 2016), tax requirements relating to the supply of Consultants including those under Chapter 10 of ITEPA, auto enrolment and statutory pension contributions
 - (b) imposition of, or changes to existing, sectoral guidance or conditions with which suppliers to that sector are generally expected to comply.
- 6.1 Nothing in clause 6.0 shall disentitle you from terminating a Temp Supply in the event of an increase of our Fee, but not so that you may avoid payment of an increase for which you are already liable.
- 6.2 You agree at the end of the Validation Period to verify and confirm a correct record of hours worked by the Consultant, or, in the case of project work services chargeable upon deliverables, verify the objectives achieved. We may specify use of a system or suitable forms and/or methodology for verification ("System"), and in that event you agree to use the System for this purpose. You agree that your verification in accordance with this provision is conclusive evidence of the acceptance of time spent and/or works undertaken by the Consultant for the relevant period.
- 6.3 You agree to keep the records referred to under clause 6.2 until all matters under the Temp Supply are concluded, not being less than 12 months after the end of the Temp Supply.
- 6.4 Without prejudice to clause 6.2, in the event of any query or dispute relating to the hours worked or services delivered which we believe are chargeable, both Parties shall co-operate in good faith with a view to resolving the issue promptly, and each Party shall promptly provide to the other the evidence to support its position.
- 6.5 Where you comply with clause 6.4 and you have first paid to us the amount due for the relevant undisputed time or other element, we agree that you may withhold a disputed amount for a period of 21 days or such longer period as we may agree, to enable the dispute to be resolved without prejudice to our entitlement to interest for late payment or our entitlement to issue an invoice and/or commence proceedings for recovery of our Fee.
- 6.6 For the avoidance of doubt
 - (a) your failure to verify or sign a record in accordance with clause 6.2 shall amount to a breach of contract and you shall not be entitled to refuse payment to us based on such failure
 - (b) you are not entitled to withhold payment due to any matter relating to the quality of work by the Consultant
 - (c) notwithstanding any dispute, we are entitled to raise an invoice for our Fee.

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- (d) we are entitled to rely on any information or verification you provide to us, whether such information is provided as a result of an automated system or otherwise, and you agree to indemnify us and keep us indemnified against any Loss we may sustain if the information provided is incorrect.

Section 7 – capacity and fees for Temp Supply requirements

- 7.0 If there is an Engagement before, during or after a Temp Supply (notwithstanding clauses 8.0 and 8.1) we are entitled to charge whichever is the greater of
- (a) a Fee as an Introducer under the provisions in Section 4, or
 - (b) a Transfer Fee which may be due under Section 8 (in our capacity as a Supplier).
- 7.2 For the avoidance of doubt inclusion of this Section 7 within Sections relating to Temp Supply as laid out herein is for convenience only and does not imply that our capacity is otherwise than as described in this Section 7.
- 7.3 Where it is specifically agreed that our only service to you is for Temp Supply, Sections 7.0 to 7.2 do not apply.

Section 8 – fees on transfer and additional arrangements

- 8.0 This Section 8 applies only where we have Introduced a Consultant to you for the purposes of supply. Clauses 8.4 to 8.8 do not apply where there is an Opt Out Notice in respect of the Consultant.
- 8.1 Where a Consultant we have Introduced to you is Engaged, and the Engagement is not a Temp Supply, you shall pay us a Transfer Fee.
- 8.2 The Transfer Fee shall be calculated
- (a) under Fees 4 where the Engagement is during or after a Temp Supply and within the Transfer Period
- 8.3 The Transfer Period is either
- (a) where there is an Opt Out Notice in respect of the Consultant, the Fee Period, or
 - (b) where there is no Opt Out Notice, that period within the later of 14 weeks from the first day of supply by us of the Consultant to you (disregarding any supply that ended more than 42 days prior to any new supply), or 8 weeks after the last day of supply.
- 8.4 Without prejudice to the provisions of Section 7, no Transfer Fee shall be due if all of the following conditions are complied with:
- (a) you give us written notice, stated to be a notice of election under these Terms, that you elect to take the Consultant under a Temp Supply for 12 months or such other period as we may agree ('Supply Period'); for the avoidance of doubt in the absence of the required notice neither an Assignment nor an extension of an existing Assignment shall qualify except for a Temp Supply, the Consultant has not already been Engaged at the time the notice in clause 8.4(a) is given to us
 - (c) you agree the notice is your unconditional agreement to Engage the Consultant as elected on the terms set out in clause 8.5 ('Optional Supply')
 - (d) the Optional Supply continues for the Supply Period without any breaks save for statutory breaks or other breaks similar to those allowed under any immediately preceding Temp Supply of the Consultant except where we are at fault in failing to supply the Consultant
 - (e) you comply with the terms of the Optional Supply in all respects and there is no material breach of these Terms of Business by you.
- 8.5 Subject to clause 8.6, the terms of the Optional Supply are
- (a) the same terms as those that applied to the last preceding Temp Supply of the Consultant where applicable, or
 - (b) where there has been no preceding Temp Supply of the Consultant, and at your request we are only acting as Supplier at the time of the notice under clause 8.4(a), all the terms herein that apply to a Temp Supply, the Fee being under Fees 1 and the Charge being 15% of Total Cost.
- 8.6 The terms of the Optional Supply may be amended by written agreement and in any event we shall be entitled to increase our Fee where we are required, either by the Consultant or by statutory requirements, to increase our payment to or relating to the Consultant. The increase in Total Cost to reflect such sum as is required, but we shall not be entitled to increase the amount of the Charge element of the Total Cost.
- 8.7 Where an Optional Supply follows a Temp Supply
- (a) your agreement to any alternative terms or increases in Fee is your unequivocal acceptance that the different terms do not represent terms that are less favourable to you than under the last preceding Temp Supply of the Consultant

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- (b) if, despite your agreement in clause 8.7(a), you later maintain that the terms are less favourable to you, the period of supply, which would otherwise have been regarded as an Optional Supply, shall be regarded as a period of new supply and shall be a new Temp Supply to which all the provisions in these Terms of Business, including this Section 8, apply.
- 8.8 For the avoidance of doubt
 - (a) we shall not be at fault in failing to supply the Consultant under an Optional Supply if the Consultant does not provide services because the Consultant is not ready, willing or able to do so, or if the services are not provided or the Optional Supply is terminated due to a material breach of these Terms by you
 - (b) if an Optional Supply is ended prematurely for any reason other than our own fault you shall not be entitled to any discount against the Transfer Fee should you then Engage the Consultant other than under an Assignment for which we are due a Fee, and we may at our discretion either issue an invoice for the Transfer Fee or for the balance of Fees due to us as if the Optional Supply had continued for the agreed term
 - (c) no Fee for an Introduction or Transfer Fee is due where there has been an Optional Supply which fully complies with the conditions of this Section 8.

Section 9 – suspension and termination of Temp Supply

- 9.0 You may terminate an Assignment by giving notice to us
 - (a) of the notice period where a notice period is agreed for termination, or immediately if there is no notice period
 - (b) if we have agreed to Introduce a suitable alternative Consultant within an agreed period but fail to do so.
- 9.1 Where a notice period is required and notice is given under clause 9.0(a), the Fee for the period of such notice shall be paid by you whether or not you utilise the services of the Consultant for that period.
- 9.2 We may terminate an Assignment upon giving you notice where a notice period is agreed for termination, or immediately if there is no notice period.
- 9.3 We may at our sole discretion suspend or terminate a Temp Supply immediately without liability and without prejudice to any right for relief if
 - (a) you are in breach of a provision in these Terms, or, being an Optional Supply, you are in material breach of a provision in these Terms
 - (b) we form the opinion for any reason, which need not be reasonable, that
 - (i) you may not meet your obligations to us or the Consultant, or
 - (ii) the Consultant may no longer be willing, able or suitable to undertake work for you; or
 - (iii) the continuation of the Temp Supply may be detrimental to you, us or the Consultant, including detriment from reputational damage
 - (c) the cost of a Temp Supply changes as a result of legislation
 - (d) where Section 10 applies, you issue an SDS that changes the determination of status made under an earlier SDS or which affects the tax treatment of the Consultant, for example where you have previously provided us with an OPR Exempt Statement which is no longer correct
 - (e) you are subject to a Cessation Event and in this event you acknowledge and agree that the continuation of the Temp Supply will result in undue hardship to us.
- 9.4 In the case of termination under clause 9.3 you agree we are not at fault and you accept that we have taken a prudent commercial step to avoid loss.

Section 10 – provisions for special category Consultants

- 10.0 This Section 10 applies to Consultants we supply to you who may operate through an intermediary, including a PSC, and/or are in business on their own account, and/or operate under the CIS.
- 10.1 Where it has been agreed that a Consultant we supply will or may be a PSC the following shall apply:
 - (a) save where you have provided us with an OPR Exempt statement, you shall promptly and in any event prior to the Assignment provide us with an SDS.
 - (b) whether before, during or after an Assignment, you shall undertake regular reviews of the conclusion reached in the SDS, and promptly and as soon as you become aware of the same, notify us should you have reason to believe that the conclusion has changed such that the SDS may no longer be correct and provide us with a new SDS with details of the date and nature of the change
 - (c) where you have provided us with an OPR Exempt Statement, whether relevant to a current or previous Assignment, you must inform us immediately if the statement is no longer correct.

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- 10.2 You agree that we shall be entitled to rely upon the determination contained in an SDS or a continuing OPR Exempt Statement and acknowledge that we may treat payment to the PSC in accordance with that determination or statement as the case may be; accordingly
- (a) in the event that the SDS or an OPR Exempt Statement is subject to a challenge or deemed inaccurate or incorrect by a Tax Authority (whether the conclusion of the Tax Authority is correct) you shall indemnify us and keep us so indemnified against any Loss arising from dealing a claim or demand made by any government or regulatory body
- (b) if you notify us in accordance with clauses 10.1(b), 10.1(c), or 10.3, or we otherwise have reason to believe that an SDS or OPR Exempt Statement may be challenged or incorrect, we shall be entitled to adjust our Fee and our invoices to account for any additional costs of supply we incur or should have incurred as a result and/or we may without liability terminate the Temp Supply.
- 10.3 You agree to inform us immediately if the arrangement under which the Consultant is supplied to you is subject to enquiry (whether informal or otherwise) or investigation by a Tax Authority.
- 10.4 In the case of a PSC or a Consultant operating under CIS
- (a) unless and until in writing you have first informed us otherwise, you agree that neither you nor an End User shall supervise, direct, or control the Consultant and that we shall be entitled to rely upon this provision as conclusive
- (b) the Consultant or company, as the case may be, shall be entitled to provide an alternative person to perform the services under the Assignment, provided that you have given your prior written agreement to do so, which you agree not to unreasonably withhold in the case of a suitably qualified individual who meets your criteria
- (c) without affecting the arrangements for supply and payment through us, your status in relation to that individual is as a client or customer of that profession or business undertaking so carried on, and the individual is not an Agency Worker by virtue of R.3(2)(b) of the AWR; accordingly, in these circumstances we agree to inform you of the profession or business undertaking so carried on, and where we do so, subject to clause 10.5(e), clause 5.7 shall not apply
- (d) where we inform you that the individual is carrying on a profession or business undertaking, it will be our reasonable belief from information provided to us by the Consultant that this is the case; accordingly, should you become aware of any circumstances leading to the conclusion that the Consultant is not in fact carrying on a profession or business undertaking, clause 5.7 shall apply and you must inform us immediately and provide us with the information as required therein.
- 10.5 Nothing in this Section 10 shall prevent you or an End User from providing reasonable instructions in relation to the scope and requirements for the work to be done, or for verifying that time has been worked or milestones achieved or requiring adherence to policies applicable to external contractors including health, safety or security.
- 10.6 Where we have informed you that the Consultant under an Assignment is a company, provided that the role does not involve working with vulnerable persons as defined by the Conduct Regulations, we will normally have received an Opt Out Notice; accordingly, you acknowledge that in all cases we have received an Opt Out Notice unless we inform you otherwise.

Section 11 - confidentiality and non-solicitation

- 11.0 You shall keep all information comprising an Introduction confidential and not use it for any purpose other than that disclosed by you to us at the time the information was requested. In particular you shall not directly or indirectly
- (a) provide any information relating to a Consultant (except for a Consultant who you have employed) or information relating to an employee of ours to a third party for any purpose other than in the normal course of your business undertaking, that purpose excluding providing information to enable another person to hire a person to provide work services in any capacity
- (b) other than where you have complied with Section 8 in the case of a Consultant, induce nor seek to induce a Consultant that is engaged by contract to us or an employee of ours to terminate such contract for any reason and it is agreed that should you be in breach of this provision you shall be liable to us for liquidated damages for each breach in the sum equivalent to 12 months of our Charge in Fees 1 or £10,000, whichever is the higher, being estimated damages that you agree are reasonable for our loss.
- 11.1 Subject to clause 11.2, no Party shall divulge to any other person, or use for its own benefit, any information capable of being confidential relating to the affairs or business or business methods of the other, or confidential information, received from the other, except that which is in the public domain or is trivial or obvious or authorised to be released or required by court order to be disclosed.

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- 11.2 You acknowledge that the information you have provided to us may be disclosed to third parties involved in the provision of the Services to you with whom we may deal, including, but not limited to, Consultants.
- 11.3 No Party ('the First Party') shall, for the duration of these Terms of Business or for a period of 12 months following the termination of an Assignment, directly or indirectly solicit or entice into their employment any person employed by the other party ('the Second Party') with whom the First Party has had any dealings arising from these Terms of Business, without the Second Party's prior written consent.

Section 12 - data protection

- 12.0 Save where expressly agreed otherwise in writing, the capacity of each Party under this agreement shall be that of Data Controller, and each Party shall be responsible for its own compliance with the Data Laws.
- 12.1 The Services we provide may involve the provision by us of Personal Data including information relating to Consultants, our staff or third parties with whom we have dealings in respect of our Services; this Personal Data may include CV's, information relating to suitability, qualifications and experience, work records and absence information, and may in some cases include sensitive Personal Data where we consider it necessary. Information and Personal Data so provided is for the purposes of evaluating Consultant suitability, administering placements and compliance with our obligations
- 12.2 You will hold Personal Data we provide securely and confidentially and shall not use it or any part of it for any unlawful purpose, nor any purpose unrelated to the provision by us of our Services, and specifically, you shall not
 - (a) provide the Personal Data to any person other than the person to whom we have submitted the Personal Data in the first place
 - (b) include the Personal Data in any data or subsets of Personal Data nor use it for any marketing, advertising or other promotional purpose.
- 12.3 The information you have provided to us, including Personal Data, may be disclosed to third parties involved in our Introduction of Consultants to you with whom we may deal, and to Consultants and others with whom we deal, in order to comply with regulatory obligations and to meet our practical and legitimate interest in providing a professional service.
- 12.4 You shall co-operate with us in the event of any request by a Data Subject to enforce any rights under the Data Laws, any complaint, or investigation by the Information Commissioner's Office or any other regulatory body or supervisory authority.
- 12.5 You warrant that
 - (a) you will at all times comply with applicable Data Laws in respect of any Personal Data provided by us to you
 - (b) you have appropriate technical and organisational measures within your organisation, including measures which protect against the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to Personal Data
 - (c) any Personal Data you provide to us will be lawfully obtained, compliant with the Data Laws
 - (d) you have drawn our Privacy Notice to the attention of staff deployed by you to interface with us.
- 12.6 The restrictions within clause 12.2 shall cease to apply to Personal Data processed in relation to a relevant Consultant following your employment of that Consultant.

Section 13 – liability

- 13.0 You shall at all times comply with all applicable laws and regulations relevant to your relationship with us or a Consultant, including the AWR, the Equality Act 2010 and the Data Laws and you agree that you shall not take any action which would cause us to be in breach of our obligations under any applicable legislation.
- 13.1 By reason of your obligations and responsibilities in these Terms:
 - (a) we shall not be liable for any loss or damage arising out of a representation, including a mistake or misrepresentation, made by us in good faith that may have induced you to accept a Consultant and/or an Assignment, or for a breach of contract, negligence or tort of the Consultant
 - (b) neither we nor our staff shall be liable to you for any loss, damage, delay, or compensation of any kind whether in contract or tort, or for breach of the Conduct Regulations, the AWR or the Data Laws by any person other than us, which may arise out of these Terms or an Assignment, save to the extent that exclusion of liability is prohibited by law.

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- 13.2 Without prejudice to clauses 13.1 and 13.2, other than where liability cannot be limited by law, our liability shall in any event be in respect of direct losses only, and limited to the amounts as specified in the CSA Terms, or if no such amount is specified, liability shall not exceed £1million and be limited in the case of
- (a) a Temp Supply to a sum equivalent to the Charge under Fees 1 payable for one month under the relevant Assignment.
- 13.3 You shall fully indemnify and keep us so indemnified against any Loss arising
- (a) from incorrect or incomplete information provided by you to us, including a failure to provide us with any information as requested by us, or required by statute
- (b) out of a breach of a provisions in these Terms
- (c) from a claim made by you for which we are not liable pursuant to clause 13.1.
- 13.4 You agree to pay our costs reasonably incurred related to recovery of a Fee which is properly due from you but unpaid.
- 13.5 You agree that the liability terms and limits set out herein are reasonable.

Section 14 - other terms

- 14.0 Unless you have notified us otherwise prior to the commencement of an Assignment, you warrant that there are no circumstances relevant to the work, or any aspect of an Assignment, which may result in the Consultant suffering a detriment of any kind.
- 14.2 Where a Consultant who is not an employee of yours is required to live away from home in order to work for you, you agree to arrange suitable accommodation for the Consultant and pay the travel costs to and from that accommodation, unless we agree otherwise.
- 14.3 We are authorised by you to advertise in any medium we deem appropriate to source Consultants where you have issued a Requirement to us.

Section 15 - general terms

- 15.0 Whilst at all times we shall act in good faith we give no guarantee or warranty that we will be able to locate a suitable Consultant, or that a Consultant we introduce is suitable for your purposes at any time, and we have no obligation to provide you with any information or service other than to the extent stated in these Terms or required by law.
- 15.1 In the event of a query or dispute relating to the progress of the Services or any matter under these Terms the Parties shall co-operate in good faith, each shall provide to the other the evidence to support its position, with a view to resolving the issue promptly.
- 15.2 Pursuant to the Contracts (Rights of Third Parties) Act 1999 the Consultant has the benefit of clauses 5.1(a) to (d), 5.6, 5.7(f), and 14.2, and it is the intention that you should be able to directly enforce against the Consultant the obligations of the Consultant towards you that are contained in the agreement between us and the Consultant. Other than for third party rights specifically conferred in or under these Terms, the Contracts (Rights of Third Parties) Act 1999 is excluded.
- 15.3 Nothing herein creates a relationship of legal agency to the extent that one Party is able to enter into an arrangement with any other person on behalf of the other Party.
- 15.4 You may not assign your rights, transfer, or subcontract this agreement or any rights, or obligations under or pursuant to these Terms without our prior written consent. We may assign these Terms upon giving notice to you, and we may assign or subcontract elements of these Terms, including debt, payment, or invoicing arrangements without any requirement for formal notice to you save where we are required by law to give notice.
- 15.5 You agree these Terms including this provision and the limitations on liability herein are reasonable, and you acknowledge that you have not relied on any representations made by us that are not set out in these Terms.
- 15.6 Any notice under these Terms shall be in writing and sent to the addressee at the last known address by first class post or by email in your case to the address last provided to us for communication and in our case to the email address used by us to communicate with you. Notice shall be deemed to have been received, in the case of post on the postal delivery date following the date of posting, and in the case of email on the date email confirmation of delivery or receipt (whichever is the earlier) is received by the sender.
- 15.7 For the purposes of interpretation
- (a) the definitions and meanings apply throughout, headings are for ease of interpretation only
- (b) words importing one gender include all other genders and words importing the singular include the plural and vice versa

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- (c) references to 'include', 'includes' or 'including' in these Terms shall, unless the meaning is intended to be exclusive, mean 'without limitation'
 - (d) each portion of these Terms defined by punctuation, paragraphs, sections, or numbering, is separate, distinct and severable and to give meaning to the intention the court may modify any portion that may otherwise be void; subject thereto, any void portion may be severed and the remaining provisions, including those modified hereunder, shall continue in full force and effect
 - (e) reference to a statute regulation or statutory provision shall include reference to any amendments thereto and to any subordinate legislation or modification thereto.
- 15.8 No failure or delay by a Party to exercise a right or remedy provided under these Terms or by law shall constitute a waiver, nor shall it prevent or restrict the further exercise of that or any other right or remedy. No single or partial exercise of such right or remedy shall prevent or restrict the further exercise of that or any other right or remedy.
- 15.8 No notice of termination by either party of this agreement shall have any effect other than to end the provision of our services from the date of the termination and specifically shall have no effect on our entitlement to a Fee or remedy due to us or which may become due to us under these Terms.
- 15.9 No notice of termination by either party of this agreement shall have any effect other than to end the provision of our services from the date of the termination and specifically shall have no effect on our entitlement to a Fee or remedy due to us or which may become due to us under these Terms.
- 15.10 Save as provided for, these Terms shall prevail in the event of a conflict between them and an Assignment. Where a provision in the CSA - Part 1 conflicts with the CSA - Part 2, the terms in the CSA - Part 2 shall prevail. An Assignment is not a variation to these Terms, and details which we agree should apply to an Assignment apply only to the extent specified for that Assignment, not further or otherwise
- 15.11 These Terms relate to our general relationship and each Assignment and, subject only to the terms of an Assignment or a variation provided for in clause 15.12, these Terms comprise the sole and entire agreement between the Parties relating to the business described, supersede any previous agreement between you and us and, subject only as provided for, override any terms proposed or provided by you to us at any time or by any method including within any digital application.
- 15.12 These Terms may not be varied except
- (a) by us in providing you with notice of an updated version of these Terms which will be deemed to apply unless you notify us in writing that you do not accept the updated version within 7 days of receipt of the notice
 - (b) by agreement (whether orally or otherwise) and confirmed in writing by an authorised officer of ours; no other action by us shall be capable of implying our agreement.
- 15.13 The laws of England and Wales govern these Terms and the English Courts shall have sole jurisdiction.

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