



CONFIDENTIAL

FRAMEWORK SOFTWARE DEVELOPMENT AGREEMENT No. 01/CLIENT

Concluded on DD/MM/YYYY between

Spyrosoft Ltd, with its registered office at SmartBase, Target Way, Aviation Park West, Christchurch, Dorset BH23 6NW, United Kingdom, Company Number 09952842, represented by

Andrew Radcliffe – Director

hereinafter referred to as **"the Contractor"**.

and

CLIENT, with its registered office at ADDRESS, United Kingdom, Company Number XXXXXXXX, represented by

NAME – ROLE

hereinafter referred to as **"the Ordering Party"**.

The Ordering Party and the Contractor shall be jointly referred to as **"the Parties"**.

WHEREAS:

- A. The Ordering Party supplies IT services and solutions to its customers.
- B. The Ordering Party wishes to engage the services of suppliers who are willing and able to provide certain services to The Ordering Party and/or its customers in support of The Ordering Party's business.
- C. The Contractor is able and willing to supply the services that are more fully described in this Agreement on and subject to the terms and conditions set out below.

The Parties have agreed as follows:

1. DEFINITIONS

Each time the following terms or headlines in the Agreement are spelled with a capital letter, the Parties hereby assign them the meaning according to the following definitions:

1. **"The Agreement"** refers to this Agreement with appendices constituting its integral part.
2. **"The Order"** - a specification of IT services, defined on the basis of the template included in Appendix 1, specifying the subject of the services or the statement of work, the type of the services to be provided, the place of their provision, the number of ordered consultation days and the unit rate for one hour of work or the total price for the service and payment schedule.
3. **"The Coordinator"** - a person designated by each of the Parties, responsible for implementation of the Agreement, entitled to coordinate the completion of the Order on behalf of each of the Parties respectively. In particular coordinators are entitled to:
 - a. place and accept orders
 - b. sign The Acceptance Report
 - c. raise and accept invoices
 - d. send and accept The Work Time Sheet
4. **"The Consultant"** refers to a specialist identified and agreed by the Parties, and delegated by the Contractor in order to complete an Order for the Ordering Party.
5. **"Business days"** or **"Business day"** - days from Monday to Friday, from 8:00 a.m. to 5:00 p.m. GMT. For the Contractor Poland based resources, excluding Polish bank holidays. For the Contractor UK based resources, excluding UK bank holidays.
6. **"The Work Time Sheet"** - a compilation of hours worked in a given month on the basis of the template in Appendix 2 being the basis for issuing settlement invoices for the time and material type of Order.
7. **"The Acceptance Report"** - a report acknowledging completion of work for an Order on the basis of the template in Appendix 3 being the basis for issuing settlement invoices for the fixed price type of Order.
8. **"Rate Card"** - details the breakdown of the Contractors different charges for UK and Poland based resources as shown in Appendix 4 and shall be used to calculate the Total Cost amount to be invoiced to the Ordering Party for each Order as set out in Appendix 1.

All terms mentioned in this paragraph spelled with capital letters retain their meaning also in the Order, unless defined in a different way in the Order.

2. THE SUBJECT AND PURPOSE OF THE AGREEMENT

1. The purpose of this Agreement is to determine the rules for placing Orders and the conditions upon which the Contractor shall perform IT services for the Ordering Party resulting from the Orders placed.
2. Services commissioned on the basis of Orders shall consist of supporting the implementation of IT projects and services connected with the development, testing and maintenance of IT systems used by the Ordering Party.
3. The field and rules of implementation of the commissioned work is each time defined in the Order.
4. The Coordinator of the agreement on behalf of the Ordering Party shall be **NAME (CLIENT)**.
5. The Coordinator of the agreement on behalf of the Contractor shall be **NAME (SPYRO)**.
6. Any change of Coordinator does not constitute a change to the Agreement and shall be effective upon notifying the Contractor.

3. OBLIGATIONS OF THE CONTRACTOR

1. The Contractor hereby declares that it has the appropriate knowledge and qualifications and shall make all the necessary reasonable efforts to perform the subject of this Agreement according to generally-accepted care, skill and practice and the professional standards relevant to the subject of the Agreement.
2. The Contractor undertakes to carry out the work connected with the implementation of the provisions of this Agreement and Orders in a timely and diligent manner.
3. The Contractor is obliged to carry out the work according to the agreed rules defined in this Agreement and Orders.
4. The Contractor agrees to adhere to rules, processes, security procedures and other standards and practices submitted by the Ordering Party.
5. The Contractor shall equip the Consultants at its sole expense with workstations, monitors and basic software including the operating system, standard office package and Integrated Development Environment relevant for the subject of work detailed in an Order.
6. The Contractor shall provide at its sole expense premises from which the Consultants can provision services detailed in Orders. The premises will be equipped with teleconferencing devices, reliable internet connection and standard office furniture.

7. The Contractor shall assure that all consultants have passed all necessary background checks, have sufficient references and have signed confidentiality agreements.
8. The Contractor confirms the Consultants will be employed by them and receive at least the national minimum wage and provide all benefits guaranteed under labour law.

4. OBLIGATIONS OF THE ORDERING PARTY IN CASE OF A TIME AND MATERIAL TYPE OF ORDER

1. The Ordering Party will assign suitable tasks to the Consultants, evaluate the tasks completed by them, and accept the work within the subject of the Order.
2. The Ordering Party undertakes, in particular, to:
 - a. ensure that the Consultants have access to software, software components, devices, equipment, and premises other than specified in Chapter 3 of this Agreement, required for the proper completion of Orders,
 - b. provide the Contractor with reliable and comprehensive information required for the completion of the Order Subject,
 - c. accurately specify the required tasks to allow for effective management of Consultants' working time,
 - d. train the Consultants in respect of the binding internal procedures where required.

5. OBLIGATIONS OF THE ORDERING PARTY IN CASE OF A FIXED PRICE TYPE OF ORDER

1. The Ordering Party is obliged to:
 - a. ensure that the Consultants have access to software, software components, devices, equipment, and premises other than specified in Chapter 3 of this Agreement, required for the proper completion of Orders,
 - b. provide the Contractor with reliable and comprehensive information required for the completion of the Order Subject,
 - c. train the Consultants in respect of the binding internal procedures where required.
 - d. acknowledging completion of work by signing The Acceptance Report

6. SUPPLY OF SERVICES

1. In a case of time and material type of Order, the services shall be provided within the average time limit of 8 hours per day and 40 hours per week on Business days within the monthly settlement period.
2. In a case of time and material type of Order, the Consultants' services can be provided within timeframes exceeding the limits specified in Clause 1 of this Chapter, as agreed by the Parties' Coordinators. Should the Consultants perform their tasks on the commission of the Ordering Party outside of the Business days the time worked shall be multiplied by the factor of:
 - a. 2 for work performed on Sundays and Polish national holidays
 - b. 1.5 for work performed Monday to Saturday.

For the avoidance of any and all doubt, any work exceeding the limits specified in Clause 1 of this Chapter which incur an increased charge as outlined in this clause will need to be approved by the Coordinator of the Ordering Party prior to the delivery by the Contractor.

3. In a case of time and material type of Order, the Parties allow intervals in the provision of services by the Contractor's Consultants, subject to prior notification by the Contractor, and explicit consent was given by the Ordering Party.
4. In a case of time and material type of Order, should a Consultant be removed from the team providing services for the Ordering Party or be unable to continue the provision of services, in particular due to prolonged illness or dissolution of an agreement with the Contractor, the Contractor shall ensure replacement of the Consultant within 10 days.
5. In a case of time and material type of Order, in the event of the impossibility to provide a Consultant whose qualifications meet the requirements of the Ordering Party in accordance with Clause 4 of this Chapter, the Ordering Party shall be entitled to cancel the Order with immediate effect. In such case, the Ordering Party shall retain the right to the results of work conducted under the Order prior to its termination, and the Contractor shall be entitled to remuneration for the Order in the amount proportional to the work performed. The Ordering Party shall be charged only for the days actually worked by the Consultant.
6. The cancellation of the Order can only be made in writing, with a 30-day notification, effective by the end of the month on which the notification is given. Such cancellation shall not affect the remaining provisions of this Agreement. If the Ordering Party cancels an Order, the Contractor shall be entitled to receive remuneration for the performed work and refunding of incurred expenditures, unless the cancellation occurred by the Contractor's fault. In a case of fixed price

project the performed work shall be calculated as a percentage of completion of the Order. In case of time and material type of Order the performed work shall be calculated as the number of hours worked by the Consultants.

7. In a case of time and material type of Order, the Ordering Party shall accept the subject of Orders on the basis of the Work Time Sheets submitted by the Contractor on monthly basis after the end of each month. For the fixed price type of Order The Ordering Party shall accept the subject of Order on the basis of The Acceptance Report.
8. The Ordering Party undertakes to verify and accept the Work Time Sheet within 5 (five) business days in case of a time and material type of Order. The Ordering Party undertakes to verify and accept The Acceptance Report within 5 (five) business days in case of a fixed price type of Order.
9. In the event of the expiry of the time limit specified in Clause 8 of this Chapter without the Ordering Party's response, the Work Time Sheet or The Acceptance Report shall be deemed accepted without any objections.

7. TERMS OF PAYMENT

1. For time and material type of Order the remuneration for the services provided under this Agreement, and for Orders binding for the Parties, shall be calculated as follows: the number of hours during which the services were actually provided multiplied by the unit rate for one hour of work specified in the Order. In case of fixed price type of Orders the total amount and payment schedule are included in the Order itself.
2. In case of time and material type of Order, The Ordering Party shall additionally cover, on the basis of invoices issued by the Contractor, expenses (agreed beforehand with the Ordering Party) incurred by the Contractor in connection with the provision of services by the Consultants outside the premises provided by the Contractor as specified in Clause 6, Chapter 3 of this Agreement. The expenses include the gross costs of travel (the means of transport to be agreed beforehand with the Ordering Party), accommodation, and allowances calculated according to the regulations in force.
3. The remuneration for the completion of the Order shall be settled by the Ordering Party on the basis of invoices issued by the Contractor.

4. The invoices shall be issued by the Contractor immediately after the acceptance of the Work Time Sheets or The Acceptance Report connected with the provision of the Order as described in Chapter 5 of this Agreement.
5. The Ordering Party shall be obliged to settle invoices properly issued by the Contractor, by transfer, within 30 (thirty) days after their receipt.
6. In the case of delays in settling the payments referred to in Clause 5 of this Chapter, the Contractor reserves the right to charge interest under the Late Payment of Commercial Debts (Interest) Act 1998 on invoiced amounts unpaid by the due date at the rate of 8% per annum above the base rate from time to time of the Bank of England from the due date until the date of payment. In the event of a dispute interest will only be applied from the point that the dispute is resolved.
7. Should the delay in payment exceed 30 days, the Contractor shall be entitled to terminate the Agreement with immediate effect.
8. The Contractor declares that it is an active payer of VAT on the reimbursement of tax to certain taxpayers, the issuance and storage of invoices, and the list of goods and services for which exemption from Value Added Tax is not applicable; the Contractor further declares that it is entitled to issue and receive VAT invoices, and that it's VAT Number is GB 232 4672 21.

8. INTELLECTUAL PROPERTY RIGHTS

1. The Contractor warrants that no part of the deliverables completed under relevant Orders shall infringe third party rights including patents, trademarks, service marks, trade names, domain names, right in designs, copyright, source code, object code, moral rights, rights in databases in all cases whether registered or registrable.
2. The Parties agree that, upon the settling of all payments due to the Contractor by the Ordering Party under this Agreement, the Contractor shall, without the need to submit additional declarations of will, transfer all the intellectual property rights to the deliverables completed under relevant Orders, including derivative and related rights, without time or territorial restrictions, and that it shall grant to the Ordering Party irrevocable authorisation to execute the afore mentioned rights to the deliverables.
3. The transfer of copyrights shall include all areas of the use of the deliverables, and in particular the right to:

- a. permanently or temporarily reproduce the deliverables, in full or in parts, without any restrictions as to the methods (means) and forms of such reproduction, e.g. using magnetic storage devices, compact discs, optical disks, or magneto-optical disks.
 - b. store them in a computer memory or on the Internet and present the Deliverables or other software which use them on the Internet.
 - c. distribute the deliverables, including the granting of the use, lease, or letting of the deliverables or their copies,
 - d. translate the deliverables, or adapt, change the structure, or make any other alterations to the deliverables or their parts,
 - e. use the deliverables to create any other deliverable,
 - f. introduce the deliverables into a computer network or the Internet in a manner allowing the interested end-user to use them at his or her request.
4. The Ordering Party may, without the Contractor's request, transfer the rights and authorisations specified in this paragraph to third persons and grant licences without limitations on the use of the deliverables.
5. The fee for the transfer of the rights and the granting of authorisations specified in this paragraph was included in the remuneration payable to the Contractor for the completion of the Agreement.
6. The Contractor shall not use Ordering Party's name, trademarks, logos in any way including promotional purposes unless explicitly agreed with the Ordering Party in each case.

9. CONFIDENTIAL INFORMATION

1. The Contractor will ensure the safe keeping and security of all data received from the Ordering Party by acting in accordance with the regulations and codes of practice as defined in the Data Protection Act 2018 and the GDPR meaning the General Data Protection Regulations (Regulation (EU) 2016/679) which came into force on 25 May 2018; or any equivalent legislation amending or replacing the General Data Protection Regulations (Regulation (EU) 2016/679).
2. The Parties will undertake to:
 - a. keep confidential any information concerning the implementation of the Agreement, including information which may constitute a trade secret (hereinafter referred to as **"the Confidential Information"**),

- b. protect the Confidential Information against unauthorised access by third parties,
 - c. use the Confidential Information exclusively in accordance with the Agreement's provisions.
3. The Obligations specified in this paragraph do not apply to the Confidential Information:
- a. known to one of the Parties upon its disclosure,
 - b. obtained independently by one of the Parties, without using the Confidential Information provided by the disclosing Party,
 - c. known or publicly available, unless such knowledge or availability results from the unauthorised disclosure of the Confidential Information by either Party,
 - d. disclosed to one of the Parties without a parallel limitation imposed by a third party entitled to such disclosure,
 - e. the disclosure of which is required by law, court judgment, or other regulations (including stock exchange regulations),
 - f. disclosed to professional advisors of both Parties in accordance with special regulations (including disclosure to financial institutions).
4. Any other Confidential Information may be disclosed by a Party to third persons only upon a written consent of the other Party.

10. FORCE MAJEURE

1. The Parties shall not be held liable for the non-performance of obligations arising from the Agreement if they prove that such non-performance was caused by an event outside their control and that at the moment of concluding the Agreement it was not possible to predict the event or its consequences.
2. In particular, the following shall be understood as an event referred to in Clause 1 of this Chapter:
 - a. war, riots, acts of sabotage,
 - b. natural catastrophes, such as heavy storms, floods, damage caused by a lightning strike,
 - c. explosion, fire, the destruction of machines or installations,
 - d. acts of a universal nature ordered by the authorities.

3. The Party affected by Force Majeure shall immediately, in writing, notify the other Party of such a situation, by sending documentation as proof of the occurrence of the Force Majeure event. In such a notification, the Party affected shall indicate the contractual obligations which it will not be able to meet due to the said event and the period during which it will not be able to fulfil these obligations.
4. If the information sent by the Party affected by Force Majeure suggests that it will not be able to meet its contractual obligations for a period exceeding one month, the other Party may terminate the Agreement upon notice of 14 days starting from the date of delivering the written termination to the Party affected by the Force Majeure.

11. PROHIBITION AGAINST SOLICITATION OF EMPLOYEES

1. For the period of this Agreement, and for one year after its expiry, the Ordering Party will not offer employment or cooperation in any form, both directly or through third persons or parties, to any of the Contractor's Consultants, without the Contractor's prior written consent; furthermore, the Ordering Party will not attempt to induce the Consultants to enter into employment or other types of relationship which would entail cooperation between a Consultant and the Contractor, without the Contractor's written consent. Such consent cannot be granted by the person offered employment or cooperation.
2. Should the Ordering Party employ the Contractor's Consultant, whilst the Consultant is employed by the Contractor, violating this provision, it will pay a contractual penalty of 40,000.00 GBP for each violation. If the Consultant leaves the employment of the Contractor, and is hired by the Ordering Party within 6 months from the Consultants leaving date, the Ordering Party will pay a contractual penalty of 20,000 GBP for each violation. After 6 months the ordering party will not pay a contractual penalty.

12. FINAL PROVISIONS

1. The Agreement shall enter into force upon its signing by the Parties for an indefinite period of time and may be terminated with 3-months' written notice by the Ordering Party, via registered letter with return receipt.
2. The Parties shall aim at the amicable settlement of any conflicts arising from this Agreement. If such a settlement is not possible, the Parties shall subject the conflict to arbitration of the court.

3. The Rate Card may be reviewed annually by the Contractor with the next review date due to commence on the 31st January 2026. The Contractor may vary the rates in line with the percentage increase in a price index as published by the Office for National Statistics, and both the percentage increase and price index used shall be agreed in writing with the Ordering Party prior to any actual change in the Rate Card.
4. Any changes, alterations, or supplements to this Agreement require the written form of annexes, under pain of nullity.
5. This Agreement shall be construed in accordance with the laws of England and Wales and the Parties irrevocably submit to the exclusive jurisdiction of the courts of England and Wales to settle any disputes, which may arise in connection with this Agreement.
6. Changes of addresses and address data referred to in the Agreement do not change the Agreement. Notification of the change of address and address data shall ensue in writing, via registered letter with return receipt.
7. Subject to Clause 7 and Clause 8 below of this Chapter 12, the maximum liability of each party arising out of or in connection with this Agreement, whether arising in contract, tort (including negligence), breach of statutory duty or otherwise, shall be limited to 100% of charges paid to the Contractor for any given Order pursuant to which the liability relates. This limit shall apply in the aggregate and not per event or incident.
8. Nothing in this Agreement excludes or limits the liability of either Party in respect of:
 - a. death or personal injury caused by its negligence;
 - b. fraud and/or fraudulent misrepresentation; and
 - c. liability which may not otherwise be limited or excluded under Applicable Laws;
9. Subject to Clause 7, this clause specifies the types of losses that are excluded whether in contract, tort (including negligence), breach of statutory duty or otherwise for:
 - a. indirect, special or consequential damages;
 - b. loss of profits and liquidated damages;
 - c. loss of sales or business, including business opportunities;
 - d. loss of anticipated savings;
 - e. loss of use or corruption of data, software or information; and
 - f. loss of or damage to goodwill,

arising under or in connection with this Agreement.

10. This Agreement has been drawn up in two identical copies, one for each of the Parties.

Appendices:

1. Order Template
2. Cost Summary Template
3. Acceptance Report
4. Rate Card

The Parties have shown their acceptance of the terms of this Agreement by signing it below.

The Ordering Party

Signature:

Name:

Title:

Date:

The Contractor

Signature:

Name:

Title:

Date:

Appendices 1 – Order Template

CONFIDENTIAL

Order No x of DATE

To the Framework Agreement of DATE
 concluded between:

The Ordering Party:
 CLIENT NAME,
 ADDRESS
 Company number: XXXXXXXX

The Contractor:
 SPYROSOFT Ltd
 Smartbase, Target Road, Aviation Park West,
 Hurn, Airport, Christchurch BH23 6NW
 Company number: 09952842

Order Subject / Statement of Work	
Type of Order	
Consultant’s Position	
Consultant’s name and surname	
Period of completion of the order	
Place of completion of the order	
Net daily rate	
Estimated Total	
Notes	

The Ordering Party:

The Contractor:

.....

.....

Appendices 2 – Cost Summary Template

SCHEDULE 1 STATEMENT OF WORK

Summary	
Supplier Name	Spyrosoft Ltd
Client Name	TBC
Supplier Contact	TBC
Client Contact	TBC
Project Name	TBC
Engagement Type	Fixed Cost/Time and Materials
Commencement Date of SOW	TBC

Project Summary

Description of Services, Deliverables and Specification

Project Delivery Schedule / Project Plan

Dependencies

Appendices 2 – Cost Summary Template (Cont)

Acceptance Criteria

Project Team		
Resource Name	Estimated work	Total
(EXAMPLE) Project Manager	48	£2,370.00
(EXAMPLE) CRM Consultants	120	£6,315.00
(EXAMPLE) CRM Consultants	120	£6,315.00
		£15,000.00

Charges
(EXAMPLE) The Charges are a based on a fixed cost of £15,000.00 Any additional costs (project specific devices, licences, subscriptions, travel costs, etc.) will be approved separately by (CUSTOMER NAME HERE)

Payment Terms & Milestones
(EXAMPLE) Payment due on delivery of Discovery Audit and Strategy Report. All project measurables have been presented in section Project Delivery Schedule / Project Plan.

Variations to Framework Agreement Terms
(EXAMPLE) Table below shows official bank holidays in Poland. During that days Poland based engineers will not be available. 1st of November – All Saints Day 11th of November – Independence Day

Appendices 2 - Cost Summary Template (Cont)

This Statement of Work is entered into as between the Client and the Supplier and shall become effective on the Commencement Date of this SOW.

This Statement of Work is governed by the terms and conditions set out in the Framework Agreement (Agreement) effective as of 31.10.2022 Authorisation & Acceptance		
	For and on behalf of Spyrosoft Ltd	For and on behalf of Landmark Information Group
Name		
Title		
Signature		
Date		

Appendices 3 – Acceptance Report

Acceptance Report No .. of DD.MM.YYYY

To the Order No .. of DD.MM.YYYY
signed between:

The Ordering Party:

Client Name

Client Address

Client Company Number

The Contractor:

Spyrosoft Ltd

SmartBase, Target Way, Aviation Park West, Christchurch,
Dorset BH23 6NW, United Kingdom

Company Number: 09952842

The Ordering Party is:

⇒ accepting all deliverables without any reservations,¹⁾

⇒ ⇒ accepting all deliverables with reservations:.....

.....
(description of reservations, commitment from The Contractor to resolve reservation within given date)

and to pay % of total price in accordance with payment schedule¹⁾,

⇒ not accepting all deliverables due to:¹⁾.....

.....
(description of a reason for not accepting)

The Ordering Party

The Contractor

.....
(signature)

.....
(signature)

¹⁾ delete where applicable



Appendices 4 – Rate Card



SPYROSOFT GBP RATE CARD*
BASED IN POLAND/CROATIA/ROMANIA/ARGENTINA

	PRINCIPAL, TEAM LEADER		SENIOR		MIDDLE		JUNIOR	
PROFILE	HOURLY	DAILY	HOURLY	DAILY	HOURLY	DAILY	HOURLY	DAILY
SOFTWARE ENGINEERING								
BACK-END SOFTWARE DEVELOPER	£ 74	£592	£ 58	£ 464	£ 50	£400	£37	£ 296
FRONT-END SOFTWARE DEVELOPER	£ 74	£592	£ 58	£ 464	£ 50	£400	£37	£ 296
MOBILE DEVELOPER	£ 74	£592	£ 58	£ 464	£ 50	£400	£37	£ 296
EMBEDDED DEVELOPER	£ 74	£592	£ 64	£ 512	£ 55	£ 432	£ 40	£ 320
QUALITY ASSURANCE								
QUALITY ASSURANCE ANALYST (MANUAL)	-	-	£ 48	£ 384	£ 40	£ 320	£ 35	£ 280
QUALITY ASSURANCE ENGINEER (AUTOMATION)	£ 74	£592	£ 58	£ 464	£ 50	£400	£37	£ 296
MANAGEMENT & PRODUCT DESIGN								
SCRUM MASTER	-	-	£ 58	£ 464	£ 50	£400	£37	£ 296
PROJECT MANAGER	£ 74	£592	£ 64	£ 512	£ 55	£ 440	£ 37	£ 296
PRODUCT OWNER PROXY/BUSINESS ANALYST	£ 74	£592	£ 64	£ 512	£ 55	£ 440	£ 37	£ 296
UX/UI DESIGNER	£ 74	£592	£ 66	£ 528	£ 58	£ 464	£ 40	£ 320
PRODUCT MANAGER	£ 75	£ 600	£ 66	£ 528	£ 58	£ 464	-	-
TECHNOLOGY SPECIALISTS								
CLOUD ENGINEER	£ 80	£ 640	£ 73	£ 584	£ 58	£ 464	£ 50	£400
AI/ML ENGINEER	£ 80	£ 640	£ 73	£ 584	£ 58	£ 464	£ 50	£400
DATA/BI ENGINEER	£ 80	£ 640	£ 73	£ 584	£ 58	£ 464	£ 50	£400
DEVOPS/SYSOPS/SRE	£ 80	£ 640	£ 73	£ 584	£ 58	£ 464	£ 50	£400
FUSA ENGINEER	£ 80	£ 640	£ 70	£ 560	£ 58	£ 464	£ 45	£ 360
CYBERSECURITY ENGINEER	£ 80	£ 640	£ 73	£ 584	£ 58	£ 464	£ 45	£ 360
SALESFORCE DEVELOPER	£ 80	£ 640	£ 70	£ 560	£ 58	£ 464	£ 45	£ 360
LOW CODE ENGINEER	£ 74	£592	£ 58	£ 464	£ 50	£400	£37	£ 296

* Rates exclude VAT. Travel related expenses to be recharged.





Appendices 4 – Rate Card (Cont)



SPYROSOFT GBP RATE CARD* BASED IN THE UK

	PRINCIPAL, TEAM LEADER		SENIOR		MIDDLE		JUNIOR	
PROFILE	HOURLY	DAILY	HOURLY	DAILY	HOURLY	DAILY	HOURLY	DAILY
SOFTWARE ENGINEERING								
BACK-END SOFTWARE DEVELOPER	£ 100	£ 800	£ 80	£640	£ 72	£576	£ 48	£384
FRONT-END SOFTWARE DEVELOPER	£ 100	£ 800	£ 80	£640	£ 72	£576	£ 48	£384
MOBILE DEVELOPER	£ 100	£ 800	£ 80	£640	£ 72	£576	£ 48	£384
EMBEDDED DEVELOPER	£ 100	£ 800	£ 80	£640	£ 72	£576	£ 48	£384
QUALITY ASSURANCE								
QUALITY ASSURANCE ANALYST (MANUAL)	-	-	£ 74	£592	£ 64	£512	£ 40	£320
QUALITY ASSURANCE ENGINEER (AUTOMATION)	£ 100	£ 800	£ 80	£640	£ 66	£528	£ 48	£384
MANAGEMENT & PRODUCT DESIGN								
SCRUM MASTER	-	-	£ 75	£600	£ 64	£512	£ 48	£384
PROJECT MANAGER	£ 100	£ 800	£ 75	£600	£ 64	£512	-	-
PRODUCT OWNER PROXY/BUSINESS ANALYST	£ 100	£ 800	£ 75	£600	£ 64	£512	£ 50	£400
UX/UI DESIGNER	£ 74	£592	£ 66	£ 528	£ 58	£ 464	£ 40	£ 320
PRODUCT MANAGER	£ 110	£ 880	£ 90	£720	£ 80	£640	-	-
TECHNOLOGY SPECIALISTS								
CLOUD ENGINEER	£ 125	£ 1000	£ 90	£720	£ 80	£640	£ 55	£ 440
AI/ML ENGINEER	£ 125	£ 1000	£ 100	£800	£ 85	£ 680	£ 55	£ 440
DATA/BI ENGINEER	£ 125	£ 1000	£ 90	£720	£ 80	£640	£ 55	£ 440
DEVOPS/SYSOPS/SRE	£ 125	£ 1000	£ 90	£720	£ 80	£640	£ 55	£ 440
FUSA ENGINEER	£ 100	£ 800	£ 80	£640	£ 66	£528	£ 50	£ 400