

TERMS OF BUSINESS - PERMANENT RECRUITMENT

We are JNC Recruitment Limited of 2nd Floor South, Heversham House, 18/22 Boundary Road, Hove, BN3 4EF 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 our associated bodies corporate (as defined by s.256 Companies Act 2006) (throughout “we”, “us”, “our” and “ours”).

You are the recipient of these Terms of Business and as such you and a Connected Person are our client for the purposes of these Terms of Business (throughout “you”, “your” and “yours”).

ACCEPTANCE - The terms in this document set out the arrangements and fees for our service, together with the information that we need to collect from you to enable us to provide our services and comply with applicable regulations. Once you have received this document, comprising this page and the pages that follow, any act by you of accepting or requesting services from us, or using in any way information from us relating to a Candidate, is deemed to be and shall constitute your acceptance of these Terms of Business, which, in consideration of the mutual benefits set out, then apply.

TABLE - FEES & REBATES

Fees 1 - For Permanent Placements and Engagements except where otherwise specified

<u>Where total Remuneration is</u>	<u>our fee is</u>
£0.00 - £100,000 per annum	20% of Remuneration
£100,001+ per annum	22% of Remuneration

Our payment terms for these fees are that you pay us within 30 days of our invoice.

Rebate Scale for Permanent Placements, subject to the Rebate Conditions in the TOB, is as follows

Week = week in which employment ends

<u>Proportion of Fee</u>	<u>Week</u>	
(a) 100%	1-4	this means that if employment ends during the first four weeks 100% will be rebated
(b) 50%	4-8	this means that if employment ends during weeks 4-8 50% will be rebated
(c) 25 %	8-12	this means that if employment ends during weeks 8 -12 25% will be rebated

Note: No rebate is due if you have previously used the Candidate.

Fees 2 - Fees for a Temporary Placement of a Candidate where you pay the Candidate

16% (per cent) of the weekly or monthly sum that you pay to the Candidate for the period of the hire.

Our payment terms for these fees are that you pay us within 30 days of our invoice.

Section 1 – definitions and meanings

Assignment	an Engagement in respect of which details have been negotiated and agreed through us in advance of commencement, being either a Permanent Placement, or a Temporary Placement NOTE: an Engagement which you do not agree with us in advance is not an Assignment
Candidate	any 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
Conduct Regulations	the Conduct of Employment Agencies and Employment Businesses Regulations 2003
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) <ul style="list-style-type: none"> (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

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(iv) which has a director or shareholder in common with you

Data Protection Laws	the EU Regulation 2016/679 (General Data Protection Regulation) and any data protection legislation applicable from time to time in the UK and use herein of 'Personal Data', 'Controller', and 'Data Subject' have the respective meanings defined therein
End User	any third party to whom you provide information concerning a Candidate following an Introduction and for whose benefit the Candidate provides any services, and any associate (as defined by s.435 Insolvency Act 1986) of that third party
Engagement	any 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, including an Offer, under which a Candidate is due to provide any services for your benefit 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 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) during the later of 9 months after (i) an Introduction relating to the Candidate, or (ii) the last day of the Assignment of the Candidate
Fee Scales	as set out on page 1 of these Terms of Business and references to Fees 1 and Fees 2 are references to the Fees described therein
Introduction	the provision of information by us or by a Candidate, whether or not such information includes the Candidate's name, that enables you to identify a Candidate or relating to a Candidate already identified, including all negotiations between the Parties relating to a Candidate and 'Introduce' shall have corresponding meaning
Offer	an offer to Engage the Candidate communicated either by you or us at your request, and which is accepted by the Candidate
Party	you or us, together referred to as 'Parties'
Payment Terms	the terms in Section 4
Placement	an Assignment where the Candidate is Engaged by you or an End User, whether part or full time, being either (i) a 'Temporary Placement', namely an engagement that has a proposed limitation on the period of hire identified (ii) a 'Permanent Placement', namely any engagement that is not a Temporary Placement
Privacy Notice	our privacy notice made pursuant to the Data Protection Laws from time to time which can be found at www.jncrecruitment.com
Remuneration Requirement	any payment for the services of the Candidate under an Engagement calculated in accordance with section 4 a request from you in any form (whether oral or otherwise) for our Services
Requirement Information	sufficient information to enable us to seek a Candidate including: <ul style="list-style-type: none"> • the position to be filled and date for commencement • nature of the work and/or position required • working conditions and location • proposed salary and/or other payment terms • issues relating to health and safety relevant to any Candidate • minimum experience, certifications and qualifications required for the position • confirmation that you have all necessary licences and consents required for the proposed work • any other information which may be relevant to the decision of a Candidate to accept the position
Services	the location of, and/or introduction of Candidates, to you in accordance with your Requirements and/or any additional specific service ('Supplemental Service') which may be ancillary thereto
Special Terms	special terms agreed to apply to a specific Requirement
Terms of Business	this document comprising terms and conditions upon which we provide the Services

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Section 2 - general obligations, information and introductions

- 2.0 These Terms of Business apply to all dealings between you and us relating to our Services and please note that they do not apply to the supply of individuals or contractors, for which please ask us for applicable alternative terms.
- 2.1 We agree to use our reasonable endeavours to provide the Services.
- 2.2 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 Candidate 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 candidate you must
- (i) at the same time as a Requirement or as soon as possible thereafter provide the Requirement Information to us together with answers to any additional questions we may raise, and
- (ii) prior to commencement of, and during each Assignment, promptly inform us of any additional or changed information regardless of our statutory obligations and any references or information that we may provide, in order to achieve a satisfactory outcome, to check that the Candidate is suitable for your purposes and in particular
- (i) explain your requirements to the Candidate promptly on commencement of the Engagement if you have not already done so
- (ii) check that you are satisfied with the information and confirmations we have provided to you
- (iii) take up your own references for the Candidate, verify any curriculum vitae provided, and ensure that the Candidate has any necessary permit or authority to work for you
- (c) where you need authorisation or a licence to be able to engage a Candidate or allow the Candidate to work in the position you seek to fill, your request for us to seek a Candidate 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 Candidate throughout the Fee Period
- (f) it is your sole responsibility for checking whether a Candidate has been previously introduced by another party; accordingly you also agree
- (i) if we Introduce a Candidate to you but you have previous knowledge of the Candidate through any means, including social media, such that you believe that we are not entitled to a Fee it is important that you notify us in writing within 3 working days of the earliest date upon which you are able to identify the Candidate from information provided under the Introduction, together with full supporting documentary evidence
- (ii) that in the absence of your valid notification to us under clause 2.2(f)(i) coupled with full supporting documentary evidence, an Engagement by you shall be deemed to have resulted from and be effectively caused by our Introduction and you waive the right to rely on such previous knowledge as a reason for non-payment

- (iii) our entitlement to the Fee shall not be affected by any arrangement for a fee or otherwise that you may have with a third party relating to the same Candidate
- (g) even though Candidates Introduced to you may be for a specific position, you may Engage a Candidate for any purpose, job or role; accordingly and for the avoidance of doubt we are entitled to a Fee for an Introduction in the circumstances of any Engagement of the relevant Candidate regardless of the job description for which the Candidate 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 Candidate are different from those provided to us in the Requirement Information
- (h) wherever there is an Engagement for which, regardless of the circumstances, we believe (whether reasonably or otherwise) we are due a Fee you shall within 7 days of our written request provide to us information to enable us to identify the Remuneration and other material terms of the Engagement as we may request.
- 2.3 Wherever there is an Assignment we shall endeavour to advise you of the details as soon as possible unless, in the case of a Permanent Placement, you have concluded negotiations with the Candidate direct. For the avoidance of doubt, whilst we may advise you of the details applicable to the Placement of a Candidate, those details are relevant only to record rates agreed for the purposes of our Fee and the other purposes for your use of the Candidate and not further or otherwise.
- 2.4 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 Candidate to us for the provision of all or part of our Services to you.

Section 3 – fees

- 3.0 You agree to pay our Fees and any Expenses in accordance with the Payment Terms without any deduction, set off or counterclaim.
- 3.1 Our Fees are due and payable by you whenever you use a Candidate, an Offer is made, or we provide a Supplemental Service in respect of which we have agreed a Fee. For the purposes of these Terms of Business you 'use a Candidate' whenever there is an Engagement within the Fee Period, where
- (a) you Engage a Candidate (whether or not as an Assignment)
- (b) you introduce (by providing information or otherwise) a Candidate to an End User which enters into an Engagement of the Candidate.
- 3.2 The calculation of our Fees for Engagements and Assignments are set out in the Fee Scales subject only to the concession set out in clause 3.3.
- 3.3 In the case of a Temporary Placement that is agreed to be for a period of less than one year (whether or not intended to be renewed) ('the Shorter Period') we may, as a concession instead of charging in accordance with Fees 2, at our sole discretion charge a single payment Fee under Fees 1 calculated on the actual Remuneration for the Temporary Placement for the agreed period ('Concession'), and the Concession shall, without prejudice to any other provision herein, be subject to the following conditions:
- (i) it only applies if we agree in writing to the Concession in the respect of the particular Assignment
- (ii) the percentage applicable under Fees 1 shall be that relating to the Remuneration as if it were annualised, so that for the purpose of calculating our Fee the total remuneration payable to the

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- Candidate for the Shorter Period shall be treated as the Remuneration upon which we base our Fee
- (iii) it is a condition that you pay the Concession Fee under clause 3.3(ii) within our Payment Terms, for the avoidance of doubt, time being of the essence
- (iv) in the event that the Shorter Period under exceeds that agreed at its commencement, the extension shall be a new Assignment, and we may, at our sole discretion, either charge a further fee based on the Concession as a new Temporary Placement under clause 3.3(ii), or charge under Fees 2 for the duration of the Temporary Placement, or charge a fee under Fees 1 on annualised Remuneration for the further Engagement without giving any credit for sums already paid for the previous Assignment.
- 3.4 For the avoidance of doubt, in respect of any Fee you shall not be entitled to any pro rata reduction for periods of hire of less than 1 year, unless the Engagement is an Assignment arranged through us and a director of ours has expressly agreed in writing to such a reduction.

Section 4 – payment terms, invoicing, rebates

- 4.0 The Payment Terms are as follows:
- (a) Fees for all Services and Expenses are payable within 30 days from the date of our invoice unless otherwise agreed in writing signed by a director of ours
- (b) in the case of an Engagement where there is no Assignment, Fees are payable within 30 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
- (c) interest is due on any overdue sum calculated at the rate of 2% per month.
- 4.1 No fee shall be chargeable for an Offer if, prior to commencement of a contract relating to the Offer, you withdraw the Offer for the reason that you have since come into possession of information which you have provided to us that the Candidate is wholly unsuitable for the position offered by you.
- 4.2 We may issue an invoice to you
- (a) except in the case of an Offer, for the relevant fee under each Engagement upon, or as soon as is appropriate after the commencement of the Engagement, or at any times or intervals agreed for payment in an Assignment
- (b) for a Supplemental Service on delivery of the Service concerned unless otherwise agreed
- (c) in the case of an Offer, at any time after the Offer.
- 4.3 All Fees are subject to value added tax ('VAT') 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.
- 4.4 We may charge a sum not exceeding £750 + VAT for our administration charge in recovering any sum overdue for more than one month.
- 4.5 If your employment of a Candidate ends within the period referred to in the Rebate Scales set out in the Fee Scales, we shall repay a proportion of our Fee under Fees 1 in accordance with that Rebate Scale provided the following conditions ('Rebate Conditions') apply:

- (a) the arrangement is a Permanent Placement agreed with us, and
- (b) you have not previously used the Candidate in any capacity, whether working direct for you, by supply through us, or otherwise, and
- (c) the employment ends by reason of the fact that the Candidate is wholly unsuitable for the position taken up by the Candidate; for the avoidance of doubt in a redundancy situation a Candidate will not be considered wholly unsuitable for the position, and
- (d) you have provided us with full and correct information as to the position sought to be filled in accordance with the Requirement Information in relation to the Candidate, and the position is as described, and
- (e) you have first paid the relevant Fee within the Payment Terms, for the avoidance of doubt time being of the essence, and
- (f) you have notified us in writing of the fact, and date, of termination no later than 3 working days after the earlier of the date of notice of termination given by either party or the date the employment ends, and
- (g) your notification under clause 4.5(f) contains confirmation that you wish us to seek an alternative candidate
- (h) you allow us in good faith to introduce an alternative Candidate within 28 days of your notification under clause 4.5(f).
- 4.6 It is a condition of making a Rebate that you agree to promptly repay it
- (a) if it is not properly due to you, or
- (b) if you re-Engage the relevant Candidate within 12 months of the termination which entitled you to the Rebate, and your acceptance of a Rebate shall be deemed to be your agreement to promptly make the repayment together with interest under clause 4.0(c) from the date the Rebate was made.

Section 5 – remuneration

- 5.0 Remuneration referred to in the Fee Scales, for the purpose of our Fee, is calculated as follows:
- (a) subject to clause 5.0(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 Candidate 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
- (c) if you do not inform us of the relevant Remuneration within 14 days of our enquiry, or by any later date we raise an invoice, the Remuneration shall be deemed to be an amount calculated on the basis of the higher of:
- (i) the rate payable under the last previous Assignment, or
- (ii) the highest amount or rate indicated by either you or us as payable for the services sought by you, or
- (iii) the highest amount achievable in the market place for a person of similar experience to work in the position that has been filled -

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- such amount is to be determined by us and based upon appropriate evidence.
- 5.1 Wherever there is an increase in Remuneration within 12 months of commencement of a Permanent Placement, whether or not due to increased hours, we shall be entitled to raise a further invoice for our fee reflecting the increase.
- 5.2 In the case of an Offer, Remuneration shall be calculated on the projected sum contained within the Offer.
- Section 6 – confidentiality & non-solicitation**
- 6.0 You shall keep any 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 induce nor seek to induce a Candidate that is engaged by contract to us 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 of £10,000 being estimated damages that you agree are reasonable for our loss.
- 6.1 Subject to clause 6.2 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, 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.
- 6.2 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 7 – data protection**
- 7.0 You acknowledge and agree the following provisions of this clause in relation to data protection.
- 7.1 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 Protection Laws.
- 7.2 The Services we provide may involve the provision by us of Personal Data including information relating to Candidates, 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. This information is provided for the purposes of evaluating Candidate suitability, administering placements and compliance with our obligations.
- 7.3 You will hold any 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
- (i) provide the Personal Data to any person other than the person to whom we have submitted the Personal Data in the first place
- (ii) include the Personal Data in any data or subsets of Personal Data nor use it for any marketing, advertising or other promotional purpose.
- 7.4 The information you have provided to us, including Personal Data, may be disclosed to third parties involved in our Introduction of Candidates to you with whom we may deal, and to Candidates 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.
- 7.5 You shall co-operate with us in the event of any request by a Data Subject to enforce any rights under the Data Protection Laws, any complaint, or investigation by the Information Commissioner's Office or any other regulatory body or supervisory authority.
- 7.6 You warrant that
- (a) you will at all times comply with applicable Data Protection Laws in respect of any Personal Data provided by us to you
- (b) you have appropriate technical and organisational measures within your organisation, including but not limited to 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 Protection Laws
- (d) you have drawn the attention of any staff deployed by you to interface with us to our Privacy Notice.
- 7.7 The restrictions within clause 7.3 shall cease to apply to Personal Data processed in relation to a relevant Candidate following your employment of that Candidate.
- Section 8 – liability**
- 8.0 You shall at all times comply with all applicable laws and regulations relevant to your relationship with us or a Candidate, including but not limited to the Equality Act 2010 and the Data Protection 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.
- 8.1 By reason of your agreement to clause 2.2 we shall not be liable for any loss or damage arising out of any representation, including any mistake or misrepresentation, made by us in good faith that may have induced you to accept an Assignment, or for any breach of contract, negligence or tort of the Candidate.
- 8.2 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, or Data Protection Laws by any person other than us, which may arise out of these Terms of Business or an Assignment, save to the extent that exclusion of liability is prohibited by law.
- 8.3 Without prejudice to clause 8.1 and 8.2, other than where liability cannot be limited by law, our liability shall in any event, be in respect of direct losses only, and shall not exceed £1 million in any case, and be limited in the case of
- (a) a Permanent Placement to the lower of repayment of our Fee, or £10,000, or
- (b) a Temporary Placement to our charge for 1/12th of the Fee.
- 8.4 You shall indemnify us and keep us fully indemnified against any claims or demands including costs of dealing with the same arising 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, and brought or made by a Candidate or any other business with which we have been dealing in relation to a Requirement, or any government or regulatory body
- (a)
- (b) arising out of any breach of these Terms of Business

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- (c) brought or made by you in relation to any matter under clause 8.1.
- 8.5 You agree to pay our costs reasonably incurred related to recovery of any Fee which is properly due from you but unpaid.
- 8.6 You agree that the liability terms and limits set out herein are reasonable.
- Section 9 – other terms**
- 9.0 An Engagement during Fee Period (b) as defined is deemed to be as a result of the relevant Introduction regardless of any information relating to the Candidate you may have received from any third party unless you have correctly notified us in accordance with clause 2.2(f)(i); accordingly, and for the avoidance of doubt, there is no implied term that an Introduction must be the effective cause of an Engagement.
- 9.1 Our entitlement to a Fee and the provisions herein survive the cessation of our Services for any reason
- 9.2 You are solely responsible for
- (a) paying all Candidates, and
- (b) complying with all contractual and regulatory matters including health and safety relevant to a Candidate.
- 9.3 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 Candidate suffering a detriment of any kind.
- 9.4 Whilst at all times we shall act in good faith we give no guarantee or warranty that we will be able to locate any suitable Candidate, or that any Candidate we Introduce is suitable for your purposes at any time.
- 9.5 We are authorised by you to advertise in any medium we deem appropriate to source Candidates where you have issued a Requirement to us.
- 9.6 For the avoidance of doubt
- (a) as any Engagement is direct and not a supply by us, you are solely responsible for any compliance with legislation or tax requirements that may apply to your Engagement of, and relationship with, the Candidate
- (b) terms, including specific fees, that relate to a specific Introduction or Assignment vary terms only to the extent specified relevant to that Assignment and do not apply further or otherwise.
- Section 10 – general terms**
- 10.0 These terms apply to any request you make of us for the Services described herein and are separate and distinct from any terms that may apply to any other business we conduct.
- 10.1 Where times are referred to herein such times are of the essence.
- 10.2 Other than for third party rights specifically conferred in or under this Agreement, the Contracts (Rights of Third Parties) Act 1999 is excluded.
- 10.3 Any notice under these Terms of Business shall be in writing and sent to the addressee at the last known address by first class post, fax or to a default email address specified by us for the purpose. Where no default email address is specified by us you may not provide notice to us by email. Notice shall be deemed to have been received, in the case of post on the postal delivery date following the date of posting, in the case of fax on the date of transmission, and in the case of email on the date of acknowledgement of receipt.
- 10.4 The definitions and meanings herein apply throughout; words importing one gender include all other genders and words importing the singular include the plural and vice versa; headings are for guidance purposes only; each portion of these Terms of Business, defined by punctuation, paragraphs, sections or numbering, is separate, distinct and severable and to give meaning to the intention herein the Court may modify any portion that may otherwise be void; subject thereto, any void portion may be severed and the remaining provisions shall continue in full force and effect.
- 10.5 Any reference to a statute regulation or statutory provision shall include reference to any amendment thereto and to any subordinate legislation or modification thereto at the relevant time.
- 10.6 No failure or delay by a party to exercise any right or remedy provided under this agreement or by law shall constitute a waiver of that or any other right or remedy, 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.
- 10.7 Save for any Special Terms, and subject to clause 9.6(b), these Terms of Business comprise the sole and entire agreement between you and us relating to the business described, supersede any previous terms issued by us, and override any terms proposed by you, and you acknowledge that you have not relied on any representations made by us that are not set out in these terms.
- 10.8 These Terms of Business may not be varied except
- (a) by us in providing you with an updated version of these Terms of Business, 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 signed by a director of ours; any terms provided by you to us and included within any request for services shall not apply unless we expressly agree the same in writing signed by a director of ours and no other action by us shall imply acceptance by us of any such terms; no notice of termination by either party shall have any effect other than to end the provision of our Services.
- 10.9 You are not entitled to assign these Terms of Business to any other party without our express authority to do so, but we may assign these Terms of Business upon giving notice to you, and we may assign or subcontract elements of Terms of Business, including debt, payment or invoicing arrangements without any requirement for formal notice.
- 10.10 The laws of England and Wales govern this Agreement and the English Courts shall have sole jurisdiction.

TERMS OF BUSINESS - CONTRACT RECRUITMENT

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TABLE - CHARGES & FEES

Fees 1 - Charges for a Temporary Assignment of a Candidate we supply

Where we supply the Candidate, our fee is calculated on time spent at the rate specified for the Assignment. This is based upon the total of the cost to us of supplying the Candidate (including statutory payments we make to or relating to the Candidate) plus our charge (‘Charge’), which shall be fixed as detailed below.

<u>Where Candidates Daily Rate is</u>	<u>our fee is</u>
£0.00 – £250.00	£40.00 per day
£251.00 - £350.00 per day	£50.00 per day
£351.00 - £500.00 per day	£60.00 per day
£501.00+ per day	£70.00 per day

Our payment terms for these fees are that you pay us within 30 days of date of our invoice.

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

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

The payment terms for these fees are that you pay us within 30 days of the Engagement. If you wish to engage a Candidate other than by supply through us you may have an option to take a further supply of the Candidate through us instead of paying us a placement fee. The specified further period is 6 months – this is subject to detailed terms - see the DTOB section 8. A fee based on Fees 1 is payable in the case of an Engagement of a Candidate we have introduced, but not actually supplied, for any purpose.

Section Guide - The Sections in these terms are as follows:

Section 1	definitions and meanings
Section 2	general obligations, information and introductions
Section 3	terms applicable to temporary supply
Section 4	AWR compliance
Section 5	special provisions for candidates in business on their own account
Section 6	fees and records for temporary supply
Section 7	transfer fees and additional arrangements
Section 8	payment terms and invoicing
Section 9	suspension and termination of temporary supply
Section 10	confidentiality & non-solicitation
Section 11	data protection
Section 12	liability
Section 13	other terms
Section 14	general terms

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Section 1 – definitions and meanings

Agency Worker	an agency worker as defined by R.3 of the AWR
Assignment	The arrangement for, and period of, a Temporary Supply
AWR	the Agency Workers Regulations 2010 as amended
Candidate	any 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
Charge	our charge which, unless otherwise agreed in writing, shall be calculated as detailed in the Table - Charges & Fees (above)
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 Candidate been engaged directly by you to do the same job on the first day of the Temporary Supply
Conduct Regulations	the Conduct of Employment Agencies and Employment Businesses Regulations 2003
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
Data Protection Laws	the EU Regulation 2016/679 (General Data Protection Regulation) and any data protection legislation applicable from time to time in the UK and use herein of 'Personal Data', 'Controller', and 'Data Subject' have the respective meanings defined therein
Day 1 Rights	rights under the AWR which a hirer must apply to an Agency Worker from the first day of a Temporary Supply, 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)
End User	any third party to whom you provide information concerning a Candidate following an Introduction and for whose benefit the Candidate 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), whether direct or indirect, express or implied, under which a Candidate is due to provide or provides any services for your benefit 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 including a Transfer Fee, 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) during the later of 9 months after (i) an Introduction relating to the Candidate, or (ii) the last day of the Assignment of the Candidate
Introduction	the provision of information by us or by a Candidate, whether or not such information includes the Candidate's name, that enables you to identify a Candidate or relating to a Candidate already identified, including all negotiations between the Parties relating to a Candidate, and 'Introduce' shall have corresponding meaning
Invoicing Intervals	the default times at which we may issue invoices being weekly/monthly
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 terms in clause 3.1

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Privacy Notice	our privacy notice made pursuant to the Data Protection Laws from time to time which can be found at www.increcruitment.com
Remuneration	any payment for the services of the Candidate under an Engagement calculated in accordance with clause 7.7
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
Services	the location, introduction and supply of Candidates to you in accordance with your Requirements from time to time and any Supplemental Service
Supplemental 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
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	special terms agreed to apply to a specific Requirement
Temporary Supply	the temporary supply to you of a Candidate who or which we employ or otherwise engage either directly or indirectly through a third party
Terms of Business	this document comprising our current terms and conditions
Total Cost	the total of the cost to us of supplying the Candidate whether calculated with reference to a Candidate or all or part of our business (including statutory payments we make to or relating to the Candidate)
Transfer Fee	The fee due to us as provided for in section 7

Section 2 – general obligations, information and introductions

- 2.0 These Terms of Business apply to all dealings between you and us relating to our Services and please note that they do not apply to the supply of individuals or contractors, for which please ask us for applicable alternative terms.
- 2.1 We agree to use our reasonable endeavours to provide the Services.
- 2.2 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 Candidate 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 candidate you must
- (i) at the same time as a Requirement or as soon as possible thereafter provide the Requirement Information to us together with answers to any additional questions we may raise, and
- (ii) prior to commencement of, and during each Assignment, promptly inform us of any additional or changed information
- (b) regardless of our statutory obligations and any references or information that we may provide, in order to achieve a satisfactory outcome, to check that the Candidate is suitable for your purposes and in particular
- (i) explain your requirements to the Candidate promptly on commencement of the Engagement if you have not already done so
- (ii) check that you are satisfied with the information and confirmations we have provided to you
- (iii) take up your own references for the Candidate, verify any curriculum vitae provided, and ensure that the Candidate has any necessary permit or authority to work for you
- (c) where you need authorisation or a licence to be able to engage a Candidate or allow the Candidate to work in the position you seek
- to fill, your request for us to seek a Candidate 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 Candidate throughout the Fee Period
- (f) it is your sole responsibility for checking whether a Candidate has been previously introduced by another party; accordingly you also agree
- (i) if we Introduce a Candidate to you but you have previous knowledge of the Candidate through any means, including social media, such that you believe that we are not entitled to a Fee it is important that you notify us in writing within 3 working days of the earliest date upon which you are able to identify the Candidate from information provided under the Introduction, together with full supporting documentary evidence
- (ii) that in the absence of your valid notification to us under clause 2.2(f)(i) coupled with full supporting documentary evidence, an Engagement by you shall be deemed to have resulted from and be effectively caused by our Introduction and you waive the right to rely on such previous knowledge as a reason for non-payment
- (iii) our entitlement to the Fee shall not be affected by any arrangement for a fee or otherwise that you may have with a third party relating to the same Candidate
- (g) even though Candidates Introduced to you may be for a specific position, you may Engage a Candidate for any purpose, job or role; accordingly and for the avoidance of doubt we are entitled to a Fee for an Introduction in the circumstances of any Engagement of the relevant Candidate regardless of the job description for which the

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Candidate 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 Candidate are different from those provided to us in the Requirement Information

- (h) wherever there is an Engagement for which, regardless of the circumstances, we believe (whether reasonably or otherwise) we are due a Fee you shall within 7 days of our written request provide to us information to enable us to identify the Remuneration and other material terms of the Engagement as we may request.
- 2.3 Wherever there is an Assignment we shall endeavour to advise you of the details as soon as possible unless, in the case of a Permanent Placement, you have concluded negotiations with the Candidate direct. For the avoidance of doubt, whilst we may advise you of the details applicable to the Placement of a Candidate, those details are relevant only to record rates agreed for the purposes of our Fee and the other purposes for your use of the Candidate and not further or otherwise.
- 2.4 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 Candidate to us for the provision of all or part of our Services to you.

Section 3 – terms applicable to Temporary Supply

- 3.0 You agree as an on-going obligation throughout each Assignment
- (a) to be responsible for the health and safety of the Candidate as if directly engaged by you, 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 Candidate and at appropriate times during the Assignment undertake such risk assessments as are necessary to ascertain risks and not allow the Candidate to undertake any work that is hazardous without informing the Candidate and us in writing of any specific or potential hazards
- (iii) ensure that any equipment or vehicles provided by you for use in relation to the Temporary Supply are in good order, suitable, safe and compliant with all relevant regulations and safety requirements
- (iv) maintain adequate insurances, including, but not limited to Employer's and Public Liability Insurance which provides cover for Candidates under Assignment
- (b) to ensure that the Candidate is aware of your or any End User's rules and any regulations applicable to external contractors
- (c) as your sole responsibility to provide such instructions and suitable facilities to the Candidate as are necessary to enable the Candidate 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 of Business
- (d) to comply with any obligation to provide Day 1 Rights
- (e) to allow us to suspend the services of the Candidate for the purposes of leave or sickness absence provided that we shall require the Candidate to notify you as soon as practicable of the reason for any absence
- (f) notwithstanding clause 3.0(c), by reason of clause 3.2(a) you shall not integrate the Candidate into your workforce or treat the Candidate as an employee or do any act or thing towards the

Candidate 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

- (g) by reason of clause 3.2(b) unless the nature of the work specifically requires that you supervise, direct or control the manner in which the Candidate provides services, you shall not and have no right to do so
- (h) to refrain from discussing with the Candidate the terms of the Candidate'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.
- 3.1 Our contract with the Candidate, which shall be a contract for services unless we inform you otherwise, shall include the following obligations
- (a) to perform the work required under an Assignment in good faith, and with due care and skill, and not perform any work during the Assignment for any third party which is in conflict with your interests
- (b) where appropriate not to make use of your confidential information in terms similar to those set out in clause 10.1
- (c) upon termination of the Assignment 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 Candidate.
- 3.2 You acknowledge and agree that
- (a) the Candidate is not intended to be nor is during an Assignment an employee of yours and that neither the Candidate nor you has any obligation to the other to perform or provide work for any specific period
- (b) you have selected the Candidate due to the Candidate's skill, expertise and experience relevant to the work required under the Assignment and that you shall rely thereon for all purposes.

Section 4 – AWR compliance

- 4.0 To facilitate compliance with the AWR you agree the following:
- (a) prior to the commencement of a Temporary Supply or as soon as is reasonably practicable thereafter you agree to provide us with the AWR information set out in Schedule 1 so we can check whether a Candidate has previously worked for you and those current terms and conditions that apply as Comparator Terms
- (b) if requested to do so by us answer any additional questions relevant to AWR rights that we may raise
- (c) you are responsible for informing us if the Comparator Terms change at any time
- (d) you acknowledge that we shall be entitled to increase our charge to you to reflect any increased value which should accrue to a Candidate as a result of a change in the Comparator Terms
- (e) liability under the AWR may attach to either Party in the event that 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 Candidate resulting from any inaccuracy in the information provided
- (f) to comply with your obligations under the AWR, including in respect of the Day 1 Rights, and R.17(2) of the AWR
- (g) not to discriminate against a Candidate who is pregnant, has recently given birth or is breastfeeding, and in particular take all reasonably practicable steps to make any reasonable adjustments or modifications to remove or reduce the health and safety risk to acceptable levels, including considering whether there are any

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other suitable roles within your organisation for which the Candidate can be supplied by us and advise us accordingly.

Section 5 – special provisions for Candidates in business on their own account

- 5.0 We may from time to time supply workers to you who are in business on their own account and the provisions in this Section 5 address important issues relevant to business suppliers.
- 5.1 Where we believe a Candidate we are to supply is self-employed or operates through a company we may ask you to confirm whether, notwithstanding your agreement in clause 5.2(b)(ii) or not you intend to supervise, or direct, or control how the Candidate does the required work; you agree that if you should respond indicating that you do not intend to supervise, or direct, or control how the Candidate does the required work we shall be entitled to rely upon your confirmation to that effect as conclusive but you may at any stage inform us that your intention has changed.
- 5.2 Where a Candidate we supply is a company or operates through a company and we have informed you of the existence of the company, it is agreed that
- (a) 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 we have received an Opt Out Notice unless we inform you otherwise
 - (b) unless expressly stated otherwise in relation to a Temporary Supply
 - (i) none of the parties to the arrangement intend that a representative of the company ('Representative') shall provide any services in the capacity of a director or office holder of you or the End User, whether formally appointed as such or otherwise
 - (ii) neither you nor an End User shall supervise, direct or control the Representative in any respect but for the avoidance of doubt this provision shall not prevent you or an End User from providing instructions to enable the Representative to understand the scope and requirements for the work to be done, or verifying that time has been worked or milestones achieved
 - (c) the company may substitute the Representative initially named to undertake work for the company with an alternative person, provided that you have given your prior written consent to do so, which consent you agree not to unreasonably withhold in the case of a suitably qualified individual who meets your criteria for the role.
- 5.3 Wherever we supply a Candidate, who, as an individual is either carrying on a profession or a business undertaking, you agree the following:
- (a) 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 5.3(b), Section 6 shall not apply
 - (b) 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 Candidate that this is the case; accordingly should you become aware of any circumstances leading to the conclusion that the Candidate is not in fact carrying

on a profession or business undertaking, clause 6.0 shall apply and you must inform us immediately and provide us with the information as required therein.

- 5.4 Nothing in this Section 5 shall prevent you or an End User from providing reasonable instructions related to the work, or require adherence to policies applicable to external contractors including, but not limited to, health, safety or security.
- 5.5 You agree that in the event that you, or an End User are a Public Authority as defined by s.61L of the Income Tax (Earnings and Pensions) Act 2003 (as amended), and you provide us with your or the End User's conclusion that the conditions in s.61M(1)(d)(i) or (ii) are not met, (whether using those specific words or otherwise words to that effect) we shall be entitled to rely upon that conclusion in our payment arrangements with the Candidate, and should the conclusion be inaccurate you shall indemnify us and keep us so indemnified against any claims or demands including costs of dealing with the same made by any government or regulatory body.

Section 6 – fees and records for Temporary Supply

- 6.0 For the period of supply our Fee will be calculated on time spent at the rate specified and agreed by us for the Assignment from time to time, time spent being in accordance with records of time worked and/or services provided by the Candidate and material costs, if any. The specified rate is based upon the Total Cost plus our Charge, and for the avoidance of doubt we shall be entitled to increase our Fee for supply under a Temporary Supply to account for additional costs of supply incurred as a result of
- (a) compliance with statutory requirements, (whether specific to a particular Candidate, or applicable to our business or part of it) including, but not limited to, the National Minimum Wage, the AWR, statutory holiday entitlement, National Insurance contributions, the Apprenticeship levy as set out in part 6 of the Finance Act 2016 or the level of pension contribution applicable to a Candidate
 - (b) imposition of, or changes to existing, sectoral guidance or conditions with which suppliers to that sector are generally expected to comply.
- 6.1 You agree at the end of each week/month, to verify and confirm a correct record of hours worked by the Candidate, whether using the Candidate's time record or your own or, in the case of project work services chargeable upon deliverables, verify the objectives achieved at the relevant time on records provided by the Candidate or us, in either case your confirmation or authorisation, whether by way of signature or otherwise, is conclusive evidence of the acceptance of time spent and/or works undertaken by the Candidate for the relevant period.
- 6.2 You agree to keep the records referred to under 6.1 until all matters under the Temporary Supply are concluded, not being less than 6 months after the end of the Temporary Supply.
- 6.3 Without prejudice to clause 6.1 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 the other the evidence to support its position.
- 6.4 Where you comply with clause 6.3 above 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

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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.

6.5 For the avoidance of doubt

- (a) your failure to verify or sign a record in accordance with clause 6.1 shall amount to a breach of contract and you shall not be entitled to refuse payment to us on the sole basis of such failure or alleged dissatisfaction with the quality of work
- (b) notwithstanding any dispute we are entitled to raise an invoice for our Fee, and in the event of failure to make payment we are entitled to and shall rely on the provisions of these Terms of Business including section 9.

6.6 In the case of a Temporary Supply initially agreed to continue for more than one week if you advise us on the first day that the Candidate is unsuitable we shall only charge you the cost of our supply of the Candidate exclusive of our Charge.

Section 7 – Transfer Fees and additional arrangements

7.0 Where a Candidate we have Introduced to you is Engaged, and the Engagement is not a Temporary Supply, you shall pay us a Transfer Fee calculated as follows:

- (a) where the date of Engagement is before any supply of the Candidate and within the applicable Fee Period, a fee of 25% of Remuneration
- (b) after we have supplied the Candidate but within the Transfer Period, a fee of 25% of Remuneration.

7.1 The Transfer Period is either

- (a) where there is an Opt Out Notice in respect of the Candidate, the Fee Period, or
- (b) where there is no Opt Out Notice, that period within the later of
 - (i) 14 weeks from the first day of supply by us of the Candidate to you (disregarding any supply that ended more than 42 days prior to any new supply), or
 - (ii) 8 weeks after the last day of supply.

7.2 No Transfer Fee shall be due if all of the following conditions are complied with:

- (a) you give us written notice that you elect to take the Candidate under a Temporary Supply for 12 months or such other period as we may agree ('Supply Period')
- (b) except for a Temporary Supply, you have not already Engaged the Candidate at the time the notice in clause 7.2(a) is given to us
- (c) you agree the notice is your unconditional agreement to Engage the Candidate as elected on the terms set out in clause 7.3 ('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 Temporary Supply of the Candidate except where we are at fault in failing to supply the Candidate
- (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.

7.3 Subject to clause 7.4, the terms of the Optional Supply are

- (a) the same terms as those that applied to the last preceding Temporary Supply of the Candidate where applicable, or
- (b) where there has been no preceding Temporary Supply of the Candidate, all the terms herein that apply to a Temporary Supply,

the Fee being the Total Cost plus our Charge (in this event our Charge being calculated as 25% of Total Cost).

7.4 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 Candidate or by statutory requirements, to increase our payment to or relating to the Candidate, 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.

7.5 Where an Optional Supply follows a Temporary Supply

- (a) your agreement to any alternative terms or increase 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 Temporary Supply of the Candidate
- (b) if, despite your agreement in clause 7.5(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 Temporary Supply to which all the provisions in these Terms of Business, including this Section 7, apply.

7.6 For the avoidance of doubt

- (a) we shall not be at fault in failing to supply the Candidate under an Optional Supply if the Candidate does not provide services because the Candidate is not ready, willing or able to do so, or the Optional Supply is suspended or terminated due to a material breach of these terms by you
- (b) if the 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 Candidate 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 Transfer Fee is due where there has been an Optional Supply which fully complies with the conditions of this Section 7.

7.7 Remuneration, for the purposes of the Transfer Fee, is calculated as follows:

- (a) subject to clause 7.7(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 Candidate 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 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
- (c) if you do not inform us of the relevant Remuneration within 14 days of our enquiry, or by any later date we raise an invoice, the Remuneration shall be deemed to be an amount calculated on the basis of the higher of
 - (i) the rate payable under the last previous Assignment, or
 - (ii) the highest amount or rate indicated by either you or us as payable for the services sought by you, or

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(iii) the highest amount achievable in the market place for a person of similar experience to work in the same job role or provide the same services - such amount is to be determined by us and based upon appropriate evidence.

- 7.8 Wherever there is an increase in Remuneration within 12 months of commencement of an Engagement by you or an End User which is intended to be permanent, whether or not due to increased hours, we shall be entitled to raise a further invoice for our fee reflecting the increase.

Section 8 – Payment Terms and invoicing

- 8.0 You agree to pay our Fees and any Expenses in accordance with the Payment Terms without any deduction, set off or counterclaim, subject only to clause 6.3 and 6.4.
- 8.1 The Payment Terms are as follows:
- subject to clause 8.1(b) all Fees for our Services and Expenses are payable within 14 days from the date of our invoice unless otherwise agreed in writing
 - a Transfer Fee is payable within 14 days 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
 - interest is due on any overdue sum, whether invoiced or otherwise due as a debt, calculated at the rate of 2% per month.
- 8.2 We may issue an invoice to you
- for a Temporary Supply at the Invoicing Intervals or at such other time or intervals as we have agreed with you
 - for a Supplemental Service at the time agreed for the service, or in the absence of agreement, upon delivery of the service or at the Invoicing Intervals
 - for a Transfer Fee upon, or as soon as is practicable after the Engagement, and for the avoidance of doubt we shall not be obliged to issue an invoice as a condition of payment of the debt.
- 8.3 All Fees are subject to value added tax which shall be charged in addition and, for the purpose of calculating a Transfer 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.
- 8.4 For the avoidance of doubt no rebates or refunds are payable.

Section 9 – suspension and termination of Temporary Supply

- 9.0 We may at our sole discretion suspend or terminate a Temporary Supply immediately without liability and without prejudice to any right for relief if
- you are in breach of any of these Terms of Business herein, or, being an Optional Supply you are in material breach of these Terms of Business
 - we form the opinion for any reason, which need not be reasonable, that
 - you may not meet your obligations to us or a Candidate, or
 - our Candidate may no longer be willing, able or suitable to undertake work for you and in any case under this clause 9.0 you agree we are not at fault and you accept that we have taken a prudent commercial step to avoid loss or potential loss.
- 9.1 One Party may terminate a Temporary Supply by giving notice to the other
- of the notice period where a notice period is agreed for termination and if notice of termination is given by you the Fee for

the period of such notice shall be paid by you whether or not you utilise the services of the Candidate for that period

- if the other shall commit an insolvency event, namely that it becomes insolvent within the meaning of the Insolvency Act 1986 or has a receiver appointed or an order or resolution made to wind it up or enters into any arrangement or composition with its creditors or passes a resolution to cease trading or actually ceases trading or being an unincorporated body is dissolved or declared bankrupt
- if we have agreed to try and provide a suitable replacement but have failed to do so within the agreed period.

Section 10 – confidentiality & non-solicitation

- 10.0 You shall keep any 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 induce nor seek to induce a Candidate that is engaged by contract to us to terminate that 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 of £10,000 being estimated damages that you agree are reasonable for our loss.
- 10.1 Subject to clause 10.2, no Party shall divulge to any other party, 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.
- 10.2 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 11 – data protection

- 11.0 You acknowledge and agree that
- 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 Protection Laws
 - the service we provide may involve the provision by us of Personal Data including information relating to Candidates, 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. This information is provided for the purposes of evaluating Candidate suitability, administering placements and compliance with our obligations
 - you will hold any 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
 - provide the Personal Data to any person other than the person to whom we have submitted the Personal Data in the first place

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- (ii) include the Personal Data in any data or subsets of Personal Data nor use it for any marketing, advertising or other promotional purpose
 - (d) should any Candidate we supply be required to process Personal Data on your behalf, it shall be your responsibility as Data Controller to ensure that appropriate data sharing provisions are in place, although we may provide assistance in this respect
 - (e) the information you have provided to us, including Personal Data, may be disclosed to third parties involved in the supply of Candidates to you with whom we may deal, and to Candidates 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
 - (f) you shall co-operate with us in the event of any request by a Data Subject to enforce any rights under the Data Protection Laws, any complaint, or investigation by the Information Commissioners Office or any other regulatory body or supervisory authority.
- 11.1 You warrant that
- (a) you will at all times comply with applicable Data Protection Laws in respect of any Personal Data provided by us to you
 - (b) you have appropriate technical and organisational measures within your organisation, including but not limited to 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 Protection Laws
 - (d) you have drawn the attention of any staff deployed by you to interface with us to our Privacy Notice.
- 11.2 The restrictions within clause 11.0(c) shall cease to apply to Personal Data provided to you in respect of a Candidate following your employment of that Candidate.

Section 12 – liability

- 12.0 You shall at all times comply with all applicable laws and regulations relevant to your relationship with us or a Candidate, including but not limited to the AWR, the Equality Act 2010 and the Data Protection 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.
- 12.1 By reason of your agreement to clause 2.2, 3.0(b), 3.0(c) and 3.2(b)
- (a) we shall not be liable for any loss or damage arising out of any representation, including any mistake or misrepresentation, made by us in good faith that may have induced you to accept an Assignment, or for any breach of contract, negligence or tort of the Candidate
 - (b) you agree to indemnify us as provided for in clause 12.4.
- 12.2 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 Protection Laws by any person other than us, which may arise out of these Terms of Business or an Assignment, save to the extent that exclusion of liability is prohibited by law.
- 12.3 Without prejudice to clause 12.1 and 12.2, other than where liability cannot be limited by law, our liability shall, in any event be in respect of direct losses only, and liability shall not exceed £1million in any case, and be limited in the case of a Temporary Supply to a sum equivalent to the fee payable for 1 month under the relevant Assignment, and in all other cases to the lower of repayment of our Fee, or £100,000.

- 12.4 You shall indemnify us and keep us fully indemnified against any claims or demands including costs of dealing with the same
- (a) arising 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, and brought or made by a Candidate or any other business with which we have been dealing in relation to a Requirement, or any government or regulatory body
 - (b) arising out of any breach of these Terms of Business
 - (c) brought or made by you in relation to any matter under clause 12.1.
- 12.5 You agree to pay our costs reasonably incurred related to recovery of any Fee which is properly due from you but unpaid.
- 12.6 You agree that the liability terms and limits set out in this Section 12 are reasonable.

Section 13 – other terms

- 13.0 An Engagement during the Fee Period (b) as defined is deemed to be as a result of the relevant Introduction regardless of any information relating to the Candidate you may have received from any third party unless you have correctly notified us in accordance with clause 2.3(a) and the evidence you provide to us is in our reasonable opinion conclusive that the Candidate was not first introduced by us and our Introduction was not the effective cause of the Engagement; subject only thereto, there is no implied term that an Introduction must be the effective cause of an Engagement.
- 13.1 Our entitlement to a Fee or payment and the clauses related thereto survive any termination of our Services.
- 13.2 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 Candidate suffering a detriment of any kind.
- 13.3 Whilst at all times we shall act in good faith we give no guarantee or warranty that we will be able to locate any suitable Candidate, or that any Candidate we Introduce is suitable for your purposes at any time.
- 13.4 Where a Candidate 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 Candidate and pay the travel costs to and from that accommodation, unless we agree otherwise.
- 13.5 We are authorised by you to advertise in any medium we deem appropriate to source Candidates where you have issued a Requirement to us.
- 13.6 For the avoidance of doubt
- (a) an Assignment is not a variation to these Terms of Business, nor is it a separate contract negating these Terms of Business
 - (b) details which we agree should apply to an Assignment vary terms only to the extent specified relevant to that Assignment, have no additional effect, and do not apply further or otherwise.

Section 14 – general terms

- 14.0 These terms apply to any request you make of us for a Candidate to be supplied by us on a temporary basis and are separate and distinct from any terms that may apply to any other business.
- 14.1 Where times are referred to herein such times are of the essence.
- 14.2 Pursuant to the Contracts (Rights of Third Parties) Act 1999 the Candidate has the benefit of clauses 3.0(a) to (e) and 13.3, and it is the intention that you should be able to directly enforce against the Candidate the obligations of the Candidate towards you that

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are contained in the agreement between us and the Candidate. Other than for third party rights specifically conferred in or under these Terms of Business, the Contracts (Rights of Third Parties) Act 1999 is excluded.

- 14.3 Any notice under these Terms of Business shall be in writing and sent to the addressee at the last known address by first class post, fax or to a default email address specified by us for the purpose. Where no default email address is specified by us you may not provide notice to us by email. Notice shall be deemed to have been received, in the case of post on the postal delivery date following the date of posting, in the case of fax on the date of transmission, and in the case of email on the date of acknowledgement of receipt.
- 14.4 The definitions and meanings herein apply throughout; words importing one gender include all other genders and words importing the singular include the plural and vice versa; headings are for guidance purposes only; each portion of these Terms of Business, defined by punctuation, paragraphs, sections or numbering, is separate, distinct and severable and to give meaning to the intention herein the Court may modify any portion that may otherwise be void; subject thereto, any void portion may be severed and the remaining provisions shall continue in full force and effect.
- 14.5 Any reference to a statute regulation or statutory provision shall include reference to any amendment thereto and to any subordinate legislation or modification thereto at the relevant time.
- 14.6 No failure or delay by a party to exercise any right or remedy provided under these Terms of Business or by law shall constitute a waiver of that or any other right or remedy, 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.
- 14.7 Save for any Special Terms and subject only to clause 13.6(b), these Terms of Business comprise the sole and entire agreement between the Parties relating to the business described, supersede any previous terms issued by us, and override any terms proposed by you, and you acknowledge that you have not relied on any representations made by us that are not set out in these terms.
- 14.8 these Terms of Business may not be varied except
- (a) by us in providing you with a general amendment notice and/or Terms of Business, which will be deemed to apply unless you notify us in writing that you do not accept the amendments or revision within 7 days of receipt of the notice or revision, or
- (b) by agreement (whether orally or otherwise) and confirmed in writing signed by a director of ours, or by inclusion of Special Terms in an Assignment confirmation applicable only to the relevant Assignment.
- 14.9 For the avoidance of doubt any terms provided by you to us and included within any request for Services shall not apply unless we expressly agree the same in writing signed by a director of ours and no other action by us shall imply acceptance by us of any such terms.
- 14.10 No notice of termination by either party shall have any effect other than to end the provision of our Services without affecting any other entitlement.
- 14.11 You are not entitled to assign these Terms of Business to any other party without our express authority to do so, but we may assign these Terms of Business upon giving notice to you, and we may assign or subcontract elements of these Terms of Business, including debt, payment or invoicing arrangements without any requirement for formal notice to you.
- 14.12 The laws of England and Wales govern these Terms of Business and the English Courts shall have sole jurisdiction.

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SCHEDULE INFORMATION REQUIRED

Requirement information – clause 2.2

Sufficient information to enable us to seek a Candidate including:

- the position to be filled and date for commencement
- nature of the work and/or position required
- working conditions and location
- proposed salary and/or other payment terms
- issues relating to health and safety relevant to any Candidate
- minimum experience, certifications and qualifications required for a Candidate to be acceptable for the position
- confirmation that you have all necessary licences and consents required for the proposed work
- any other information which may be relevant to the decision of a candidate to accept the position

AWR information – clause 6.0

Previous work - If the Candidate we supply or propose to supply has previously worked for you, details of any previous work engagement/s where the Candidate's previous engagement ended (a) due to maternity and/or (b) within the previous 6 months, the details in either case including the dates of the engagement, the capacity in which the Candidate was engaged, and the reason for the engagement ending.

Comparator Terms - information to enable us to determine 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 Candidate been engaged directly by you on the first day of their assignment to do the same job.

This information may be provided to us by completing any form we provide.