

TERMS & CONDITIONS FOR THE SUPPLY OF SERVICES

1. PARTIES

For the purposes of these conditions, references to the “**Supplier**” are to **SYKE Legal Engineering Ltd**, registered in England and Wales (registered number 10285816) whose registered office is at Sandyfield, Syke Lane, Scarcroft, Leeds LS14 3BH and references to the “**Customer**” are to you, the recipient of these conditions.

The Supplier and the Customer are each a “**party**” and together the “**parties**”.

2. INTERPRETATION

The following definitions and rules of interpretation apply in these conditions:

2.1 Definitions

Business Day: a day other than a Saturday, Sunday or public holiday in England when banks in London are open for business.

Charges: the charges payable by the Customer for the supply of the Services in accordance with clause 6 (Charges and payment).

Commencement Date: has the meaning set out in clause 3.2.

Conditions: these terms and conditions as amended from time to time in accordance with clause 12.5.

Contract: the contract between the Supplier and the Customer for the supply of Services comprised in a SOW in accordance with these Conditions.

Control: shall be as defined in section 1124 of the Corporation Tax Act 2010, and the expression change of Control shall be construed accordingly.

Controller: has the meaning set out in section 3(6) of the Data Protection Act 2018.

Customer Default: has the meaning set out in clause 5.2.

Data Subject: an individual who is the subject of Personal Data.

Deliverables: the deliverables produced by the Supplier for the Customer as set out in a SOW.

Intellectual Property Rights: patents, utility models, rights to inventions, copyright and neighbouring and related rights, moral rights, trade marks and service marks, business names and domain names, rights in get-up and trade dress, goodwill and the right to sue for passing off or unfair competition, rights in designs, rights in computer software, database rights, rights to use, and protect the confidentiality of, confidential information (including know-how and trade secrets), and all other intellectual property rights, in each case whether registered or unregistered and including all applications and rights to apply for and be granted, renewals or extensions of, and rights to claim priority from, such rights and all similar or equivalent rights or

forms of protection which subsist or will subsist now or in the future in any part of the world.

Order: the Customer’s order for Services as set out in a SOW.

Personal Data: has the meaning set out in section 3(6) of the Data Protection Act 2018 and relates only to personal data, or any part of such personal data, in respect of which the Customer is the Controller and in relation to which the Supplier is providing Services under the Contract.

Processing and Processor: have the meaning set out section 3(6) of the Data Protection Act 2018.

Services: the services, including the Deliverables, the subject of the Order.

SOW: a statement of work in a form agreed form agreed between the Customer and the Supplier.

2.2 Interpretation:

2.2.1 A reference to a statute or statutory provision is a reference to it as amended or re-enacted. A reference to a statute or statutory provision includes all subordinate legislation made under that statute or statutory provision.

2.2.2 Any words following the terms **including, include, in particular, for example** or any similar expression, shall be construed as illustrative and shall not limit the sense of the words, description, definition, phrase or term preceding those terms.

2.2.3 A reference to **writing** or **written** includes faxes and emails.

2.3 SOW

Each SOW incorporates, as if the same were incorporated in the same, these terms and conditions. If a SOW conflicts with these terms and conditions the SOW shall prevail. Each SOW is independent of and will have no effect on the terms of any other SOW unless otherwise agreed in the applicable SOW(s).

3. BASIS OF CONTRACT

3.1 The Order constitutes an offer by the Customer to purchase Services in accordance with these Conditions.

3.2 The Order shall only be deemed to be accepted when the Supplier signs the SOW related to the same at which point, and on which date the Contract shall come into existence (**Commencement Date**).

3.3 Any samples, descriptive matter or advertising issued by the Supplier, and any descriptions or illustrations contained in the Supplier’s marketing materials, are issued or published for the sole purpose of giving an approximate idea of the Services described in them. They shall not form part of the Contract or have any contractual force.

3.4 These Conditions apply to the Contract to the exclusion of any other terms that the Customer seeks

to impose or incorporate, or which are implied by trade, custom, practice or course of dealing.

- 3.5 Any quotation given by the Supplier shall not constitute an offer and is only valid for a period of 30 Business Days from its date of issue.

4. SUPPLY OF SERVICES

- 4.1 The Supplier shall supply the Services to the Customer in accordance with the SOW.
- 4.2 The Supplier shall use all reasonable endeavours to meet any performance dates specified in the SOW, but any such dates shall be estimates only and time shall not be of the essence for performance of the Services.
- 4.3 The Supplier reserves the right to amend the specification if necessary, to comply with any applicable law or regulatory requirement, or if the amendment will not materially affect the nature or quality of the Services, and the Supplier shall notify the Customer in any such event.
- 4.4 The Supplier warrants to the Customer that the Services will be provided using reasonable care and skill and in accordance with all applicable laws.

5. CUSTOMER'S OBLIGATIONS

- 5.1 The Customer shall:
- 5.1.1 ensure that the terms of the Order and any information it provides in the SOW are complete and accurate;
- 5.1.2 co-operate with the Supplier in all matters relating to the Services;
- 5.1.3 where applicable, provide the Supplier, its employees, agents, consultants and subcontractors, with access to the Customer's premises, office accommodation and other facilities as reasonably required by the Supplier;
- 5.1.4 where applicable, provide the Supplier with such information and materials as the Supplier may reasonably require in order to supply the Services, and ensure that such information is complete and accurate in all material respects;
- 5.1.5 comply with all applicable laws, including health and safety laws; and
- 5.1.6 comply with any additional obligations as set out in the SOW.
- 5.2 If the Supplier's performance of any of its obligations under the Contract is prevented or delayed by any act or omission by the Customer or failure by the Customer to perform any relevant obligation (**Customer Default**):
- 5.2.1 without limiting or affecting any other right or remedy available to it, the Supplier shall have the right to suspend performance of the Services until the Customer remedies the Customer Default, and to rely on the Customer Default to relieve it from the performance of any of its obligations in each case to

the extent the Customer Default prevents or delays the Supplier's performance of any of its obligations; and

- 5.2.2 the Supplier shall not be liable for any costs or losses sustained or incurred by the Customer arising directly or indirectly from the Supplier's failure or delay to perform any of its obligations as set out in this clause 5.2.

6. CHARGES AND PAYMENT

- 6.1 The Charges for the Services shall be calculated on a time and materials basis:
- 6.1.1 the Charges shall be calculated in accordance with the Supplier's fee rates, as set out in the SOW;
- 6.1.2 where applicable, the Supplier's daily fee rates for each individual are calculated on the basis of a seven-hour day from 9:00am to 5:00pm worked on Business Days; and
- 6.1.3 the Supplier shall be entitled to charge the Customer for any out of pocket, documented and pre-approved expenses reasonably incurred by the individuals whom the Supplier engages in connection with the Services including travelling expenses, hotel costs, subsistence and any associated expenses, and for the cost of services provided by third parties and required by the Supplier for the performance of the Services, and for the cost of any materials.
- 6.2 The Supplier reserves the right to increase the Charges on an annual basis by providing written notice to the Customer at least 30 days prior to the effective date of such increase with effect from each anniversary of the Commencement Date in line with the percentage increase in the Retail Prices Index in the preceding 12-month period and the first such increase shall take effect on the first anniversary of the Commencement Date and shall be based on the latest available figure for the percentage increase in the Retail Prices Index.
- 6.3 The Supplier shall invoice the Customer for the Services on a monthly basis for work carried out during the relevant month, save to the extent a different invoicing and payment schedule is agreed in the applicable SOW. Unless the applicable SOW does not provide for any advance payment for the Services to be made by the Customer, the Supplier shall invoice the Customer for an advance payment for the Services for the agreed percentage amount of the total price or estimated price as specified in the SOW.
- 6.4 The Customer shall pay each undisputed invoice submitted by the Supplier:
- 6.4.1 within 30 days of the date of the invoice, save that any initial invoice issued for an advance payment must be paid immediately and, in any event, within 7 days of its date; and
- 6.4.2 in full and in cleared funds to a bank account nominated in writing by the Supplier.
- 6.5 All amounts payable by the Customer under the Contract are exclusive of amounts in respect of value added tax chargeable from time to time (**VAT**). Where

any taxable supply for VAT purposes is made under the Contract by the Supplier to the Customer, the Customer shall, on receipt of a valid VAT invoice from the Supplier, pay to the Supplier such additional amounts in respect of VAT as are chargeable on the supply of the Services at the same time as payment is due for the supply of the Services.

- 6.6 If the Customer fails to make an undisputed payment due to the Supplier under the Contract by the due date, then, without limiting the Supplier's remedies under Clause 10, the Customer shall pay interest on the overdue sum from the due date until payment of the overdue sum, whether before or after judgment. Interest under this Clause 6.6 will accrue each day at 4% a year above the Bank of England's base rate from time to time, but at 4% a year for any period when that base rate is below 0%.
- 6.7 All amounts due under the Contract shall be paid in full without any set-off, counterclaim, deduction or withholding (other than any deduction or withholding of tax as required by law).

7. INTELLECTUAL PROPERTY RIGHTS

- 7.1 All Intellectual Property Rights in or arising out of or in connection with the Services (other than Intellectual Property Rights in any materials provided by the Customer) shall be owned by the Supplier.
- 7.2 The Supplier grants to the Customer, or shall procure the direct grant to the Customer of, a fully paid-up, worldwide, non-exclusive, royalty-free licence during the term of the Contract to copy and modify the Deliverables (excluding materials provided by the Customer) for the purpose of receiving and using the Services and the Deliverables in its business.
- 7.3 The Customer shall not sub-license, assign or otherwise transfer the rights granted in Clause 7.2.
- 7.4 The Customer grants the Supplier a fully paid-up, non-exclusive, royalty-free, non-transferable licence to copy and modify any materials provided by the Customer to the Supplier for the term of the Contract for the purpose of providing the Services to the Customer.

8. DATA PROTECTION AND DATA PROCESSING

- 8.1 This clause 8 shall apply wherever Personal Data is given to the Supplier to the Customer during the course of the Services.
- 8.2 The Customer and the Supplier acknowledge that, for the purposes of the Data Protection Act 2018, the Customer is the Controller and the Supplier is the Processor in respect of any Personal Data.
- 8.3 The Supplier shall process the Personal Data only in accordance with the Customer's instructions from time to time and shall not process the Personal Data for any purposes other than those expressly authorised by the Customer.
- 8.4 The Supplier shall take reasonable steps to ensure the reliability of all its employees who have access to the Personal Data.
- 8.5 Each party warrants to the other that it will process

the Personal Data in compliance with all applicable laws, enactments, regulations, orders, standards and other similar instruments.

- 8.6 The Supplier warrants that, having regard to the state of technological development and the costs of implementing any measures, it will:

- 8.6.1 take appropriate technical and organisational measures against the unauthorised or unlawful Processing of Personal Data and against the accidental loss or destruction of, or damage to, Personal Data to ensure a level of security appropriate to:
- 8.6.2 the harm that might result from such unauthorised or unlawful Processing or accidental loss, destruction or damage; and
- 8.6.3 the nature of the data to be protected; and
- 8.6.4 take reasonable steps to ensure compliance with those measures.
- 8.7 Each party agrees to indemnify and keep indemnified and defend at its own expense the other party against all costs, claims, damages or expenses incurred by the other party or for which the other party may become liable due to any failure by the first party or its employees or agents to comply with any of its obligations under this clause 8.

- 8.8 The Customer acknowledges that the Supplier is reliant on the Customer for direction as to the extent to which the Supplier is entitled to use and process the Personal Data. Consequently, the Supplier will not be liable for any claim brought by a Data Subject arising from any action or omission by the Supplier, to the extent that such action or omission resulted directly from the Customer's instructions.

- 8.9 The Supplier may authorise a third party (subcontractor) to process the Personal Data provided that the subcontractor's contract:
- 8.9.1 is on terms which are substantially the same as those set out in the Contract; and
- 8.9.2 terminates automatically on termination of the Contract for any reason.

9. LIMITATION OF LIABILITY

- 9.1 Nothing in the Contract shall limit or exclude the Supplier's liability for:
- 9.1.1 death or personal injury caused by its negligence, or the negligence of its employees, agents or subcontractors;
- 9.1.2 fraud or fraudulent misrepresentation; or
- 9.1.3 breach of the terms implied by section 2 of the Supply of Goods and Services Act 1982 (title and quiet possession) or any other liability which cannot be limited or excluded by applicable law.
- 9.2 Subject to clause 9.1, the Supplier shall not be liable to the Customer, whether in contract, tort (including negligence), for breach of statutory duty, or otherwise, arising under or in connection with the Contract for:
- 9.3 loss of profits;

- 9.3.1 loss of sales or business;
 - 9.3.2 loss of agreements or contracts;
 - 9.3.3 loss of anticipated savings;
 - 9.3.4 loss of use or corruption of software, data or information;
 - 9.3.5 loss of damage to goodwill; and
 - 9.3.6 any indirect or consequential loss.
- 9.4 Subject to clause 9.1, the Supplier's total liability to the Customer, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, arising under or in connection with the Contract shall be limited to 50% of the total Charges paid under the Contract.
- 9.5 The terms implied by sections 3 to 5 of the Supply of Goods and Services Act 1982 are, to the fullest extent permitted by law, excluded from the Contract.
- 9.6 This clause 9 shall survive termination of the Contract.

10. TERMINATION

- 10.1 Without affecting any other right or remedy available to it, either party may terminate the Contract by giving the other party one month's written notice.
- 10.2 Without affecting any other right or remedy available to it, either party may terminate the Contract with immediate effect by giving written notice to the other party if:
 - 10.2.1 the other party commits a material breach of any term of the Contract and (if such a breach is remediable) fails to remedy that breach within 30 days of that party being notified in writing to do so;
 - 10.2.2 the other party takes any step or action in connection with its entering administration, provisional liquidation or any composition or arrangement with its creditors (other than in relation to a solvent restructuring), being wound up (whether voluntarily or by order of the court, unless for the purpose of a solvent restructuring), having a receiver appointed to any of its assets or ceasing to carry on business or, if the step or action is taken in another jurisdiction, in connection with any analogous procedure in the relevant jurisdiction;
 - 10.2.3 the other party suspends, or threatens to suspend, or ceases or threatens to cease to carry on all or a substantial part of its business; or
 - 10.2.4 the other party's financial position deteriorates to such an extent that in the terminating party's opinion the other party's capability to adequately fulfil its obligations under the Contract has been placed in jeopardy.
- 10.3 Without affecting any other right or remedy available to it, the Supplier may terminate the Contract with immediate effect by giving written notice to the Customer if the Customer fails to pay any undisputed amount due under the Contract on the due date for

payment; or there is a change of Control of the Customer.

- 10.4 Without affecting any other right or remedy available to it, the Supplier may suspend the supply of Services under the Contract or any other contract between the Customer and the Supplier if the Customer fails to pay any undisputed amount due under the Contract on the due date for payment, the Customer becomes subject to any of the events listed in clause 10.2.2 or the Supplier reasonably believes that the Customer is about to become subject to any of them.

11. CONSEQUENCES OF TERMINATION

- 11.1 On termination of the Contract the Customer shall promptly pay to the Supplier all of the Supplier's outstanding unpaid and undisputed invoices and interest and, in respect of Services supplied but for which no invoice has been submitted, the Supplier shall submit an invoice, which shall be payable by the Customer promptly on receipt.
- 11.2 Termination of the Contract shall not affect any rights, remedies, obligations or liabilities of the parties that have accrued up to the date of termination, including the right to claim damages in respect of any breach of the Contract which existed at or before the date of termination.
- 11.3 Any provision of the Contract that expressly or by implication is intended to come into or continue in force on or after termination of the Contract shall remain in full force and effect.

12. GENERAL

12.1 Force majeure

Neither party shall be in breach of the Contract nor liable for delay in performing, or failure to perform, any of its obligations under the Contract if such delay or failure result from events, circumstances or causes beyond its reasonable control.

12.2 Assignment and other dealings

Neither party shall assign, transfer, mortgage, charge, subcontract, declare a trust over or deal in any other manner with any of its rights and obligations under the Contract without the prior written consent of the other party.

12.3 Confidentiality

- 12.3.1 Each party undertakes that it shall not at any time during the Contract, and for a period of 2 years after termination of the Contract, disclose to any person any confidential information concerning the business, affairs, customers, clients or suppliers of the other party, except as permitted by clause 12.3.2.

- 12.3.2 Each party may disclose the other party's confidential information:

- 12.3.2.1 to its employees, officers, representatives, subcontractors or advisers who need to know such information for the purposes of carrying out the party's obligations under

the Contract. Each party shall ensure that its employees, officers, representatives, subcontractors or advisers to whom it discloses the other party's confidential information comply with this clause 12.3; and

12.3.2.2 as may be required by law, a court of competent jurisdiction or any governmental or regulatory authority.

12.3.3 Neither party shall use the other party's confidential information for any purpose other than to perform its obligations under the Contract.

12.4 Entire agreement

12.4.1 The Contract constitutes the entire agreement between the parties and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between them, whether written or oral, relating to its subject matter.

12.4.2 Each party acknowledges that in entering into the Contract it does not rely on, and shall have no remedies in respect of any statement, representation, assurance or warranty (whether made innocently or negligently) that is not set out in the Contract. Each party agrees that it shall have no claim for innocent or negligent misrepresentation or negligent misstatement based on any statement in the Contract.

12.4.3 Nothing in this clause shall limit or exclude any liability for fraud.

12.5 Variation

Except as set out in these Conditions, no variation of the Contract shall be effective unless it is in writing and signed by the parties (or their authorised representatives).

12.6 Waiver

A waiver of any right or remedy under the Contract or by law is only effective if given in writing and shall not be deemed a waiver of any subsequent breach or default. A failure or delay by a party to exercise any right or remedy provided under the Contract or by law shall not constitute a waiver of that or any other right or remedy, nor shall it prevent or restrict any further exercise of that or any other right or remedy. No single or partial exercise of any right or remedy provided under the Contract or by law shall prevent or restrict the further exercise of that or any other right or remedy.

12.7 Severance

If any provision or part-provision of the Contract is or becomes invalid, illegal or unenforceable, it shall be deemed modified to the minimum extent necessary to make it valid, legal and enforceable. If such modification is not possible, the relevant provision or part-provision shall be deemed deleted. Any modification to or deletion of a provision or part-

provision under this clause shall not affect the validity and enforceability of the rest of the Contract.

12.8 Notices

12.8.1 Any notice or other communication given to a party under or in connection with the Contract shall be in writing and shall be delivered by hand or by pre-paid first-class post or other next working day delivery service at its registered office (if a company) or its principal place of business (in any other case); or sent by fax to its main fax number or sent by email to the address specified in the SOW.

12.8.2 Any notice or other communication shall be deemed to have been received: if delivered by hand, on signature of a delivery receipt or at the time the notice is left at the proper address; if sent by pre-paid first class post or other next working day delivery service, at 8:00am on the next Business Day after posting or at the time recorded by the delivery service; or, if sent by fax or email, at 8:00am on the next Business Day after transmission.

12.8.3 This clause does not apply to the service of any proceedings or other documents in any legal action or, where applicable, any other method of dispute resolution.

12.9 Third party rights

12.9.1 Unless it expressly states otherwise, the Contract does not give rise to any rights under the Contracts (Rights of Third Parties) Act 1999 to enforce any term of the Contract.

12.9.2 The rights of the parties to rescind or vary the Contract are not subject to the consent of any other person.

12.10 Governing law

The Contract, and any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with it or its subject matter or formation shall be governed by, and construed in accordance with, the law of England and Wales.

12.11 Jurisdiction

Each party irrevocably agrees that the courts of England and Wales shall have exclusive jurisdiction to settle any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with the Contract or its subject matter or formation.