**STANDARD TERMS AND CONDITIONS OF CONTRACT FOR SERVICES**

**1. Definitions and Interpretation**

(1) In these terms and conditions of contract for services ("Conditions"):

 “Bribery Laws” means the Bribery Act 2010 and all other applicable UK legislation, regulations and codes in relation to bribery or corruption and any similar or equivalent legislation in any other relevant jurisdiction,

"Company’s Premises" means land or buildings owned or occupied by the Company;

"Confidential Information" means all information obtained by the Contractor from the Company or any person or body authorised by the Company in connection with the Contract relating to and connected with the Contract and the Services, including but not limited to the Contract itself and the provisions of the Contract;

the "Contract" means the agreement concluded between the Company and the Contractor for the supply of Services, including without limitation the Conditions (to the extent that they are not expressly excluded or modified), all specifications, plans, drawings and other documents which are incorporated into the agreement;

the "Contractor" means the person who agrees to supply the Services and includes any person to whom all or part of the Contractor's obligations are assigned pursuant to Condition 6;

the “Contract Price" means the price agreed in respect of the Services, excluding Value Added Tax:

The “Company” means Ubico Ltd (Company No: **07824292)** of Central Depot Swindon Road Cheltenham GL51 9JZ;

"Company Property" means anything issued or otherwise furnished in connection with the Contract by or on behalf of the Company, including but not limited to documents, papers and other materials;

the “FOI Legislation” means the Freedom of Information Act 2000, the Environmental Information Regulations 2004 and the Code of Practice on Access to Government Information;

the “Information Commissioner” has the same meaning as in section 18(1) of the Freedom of Information Act 2000

"Intellectual Property Rights" means patents, trade marks, service marks, design rights (whether registrable or not), applications for any of those rights, copyright, database rights, trade or business names and other similar rights or obligations, whether registrable or not, in any country, including but not limited to, the United Kingdom;

"Purchase Order" means the document so described by the Company to purchase the Services which makes reference to the Conditions;

“the Services" means the services to be supplied under the Contract.

(2) The interpretation and construction of the Contract shall be subject to the following provisions:

(a) a reference to any statute, enactment, order, regulation or similar instrument shall be construed as a reference to the statute, enactment, order, regulation or instrument as subsequently amended or re-enacted;

(b) the headings in these Conditions are for ease of reference only and shall not affect the interpretation or construction of the Contract;

(c) references to "person", where the context allows, includes a corporation or an unincorporated association.

**2. Acts by the Company**

Any decision, act or thing which the Company is required or authorised to take or do under the Contract may be taken or done by any person authorised, either expressly or impliedly, by the Company to take or do that decision, act or thing.

**3. Inspection of premises**

(1) The Contractor is deemed to have inspected any Company Premises necessary to carry out the Services before submitting its quotation or tender to perform the Services so as to have understood the nature and extent of the Services to be carried out and satisfied himself in relation to all matters connected with the Services and the Company Premises.

(2) The Company shall, at the request of the Contractor, grant such access as may be reasonable for the purpose specified in Condition 3(1).

 **4. Contractor's status**

In carrying out the Services the Contractor shall be acting as principal and not as the agent of the Company.

Accordingly:

(1) the Contractor shall not (and shall procure that his agents and servants do not) say or do anything that might lead any other person to believe that the Contractor is acting as the agent of the Company, and;

(2) nothing in this Contract shall impose any liability on the Company in respect of any liability incurred by the Contractor to any other person but this shall not be taken to exclude or limit any liability of the Company to the Contractor that may arise by virtue of either a breach of this Contract or any negligence on the part of the Company, his staff or agents.

**5. Service of Notices and Communications**

Any notice or other communication that either party gives under the Contract shall be made in writing and given either by hand, first class recorded postal delivery or facsimile transmission. Notice given by hand shall be effective immediately, notice given by recorded postal delivery shall be effective two working days after the date of posting, notice given by facsimile transmission shall be effective the working day after receipt by the notifying party of a transmission slip showing that the transmission has succeeded.

**6. Assignment and Sub-contracting**

(1) The Contractor shall not give, bargain, sell, assign, sub-contract or otherwise dispose of the Contract or any part thereof without the previous agreement in writing of the Company.

(2) The Contractor shall not use the services of self-employed individuals in connection with the Contract without the previous agreement in writing of the Company.

(3) If the Contractor uses a sub-contractor for the purpose of performing the Services or any part of it, the Contractor shall include in the relevant contract a provision which requires the Contractor to pay for those goods or services within 30 days of the Contractor receiving a correct invoice from the sub-contractor.

(4) The Contractor shall be responsible for the acts and omissions of his sub-contractors as though they were his own.

(5) The Company shall be entitled to assign any or all of its rights under the Contract to any contracting authority as defined in Regulation 2(1) of the Public Contracts Regulations 2015, provided that such assignment shall not materially increase the burden of the Contractor's obligations under the Contract.

**7. Time of performance**

The Contractor shall begin performing the Services on the date stated in the Contract and shall complete them by the date stated in the Contract. Time is of the essence of the Contract. The Company may by written notice require the Contractor to execute the Services in such order as the Company may decide. In the absence of such notice the Contractor shall submit such detailed programmes of work and progress reports as the Company may from time to time require. Any amendments or variations to the terms of the Contract shall not be valid unless previously agreed in writing between the Company and the Contractor.

**8. Entire Agreement**

The Contract constitutes the entire agreement and understanding between the parties and supersedes all prior written and oral representations, agreements or understandings between them relating to the subject matter of the Contract provided that neither party excludes liability for fraudulent misrepresentations upon which the other party has relied.

**9. Waiver**

(1) The failure by either party to exercise any right or remedy shall not constitute a waiver of that right or remedy.

(2) No waiver shall be effective unless it is communicated to the other party in writing.

(3) A waiver of any right or remedy arising from a breach of the Contract shall not constitute a waiver of any right or remedy arising from any other breach of the Contract.

**10. Severability**

If any Condition, clause or provision of the Contract not being of a fundamental nature is held to be unlawful, invalid or unenforceable by a court or tribunal in any proceedings relating to the Contract, the validity or enforceability of the remainder of the Contract shall not be affected. If the court finds invalid a provision so fundamental as to prevent the accomplishment of the purpose of the Contract, the parties shall immediately commence negotiations in good faith to remedy the invalidity.

**11. Confidentiality**

(1) The Contractor agrees not to disclose any Confidential Information to any third party without the prior written consent of the Company. To the extent that it is necessary for the Contractor to disclose Confidential Information to its staff, agents and sub-contractors, the Contractor shall ensure that such staff, agents and sub-contractors are subject to the same obligations as the Contractor in respect of all Confidential Information.

(2) Condition 11(1) shall not apply to information which:

(a) is or becomes public knowledge (otherwise than by breach of these Conditions or a breach of an obligation of confidentiality);

(b) is in the possession of the Contractor, without restriction as to its disclosure, before receiving it from the Company;

(c) is required by law to be disclosed.

(3) The obligations contained in this Condition shall continue to apply after the expiry or termination of the Contract.

(4) The Contractor shall not communicate with representatives of the general or technical press, radio, television or other communications media, with regard to the Contract, unless previously agreed in writing with the Company.

(5) Except with the prior consent in writing of the Company, the Contractor shall not make use of the Contract or any Confidential Information otherwise than for the purposes of carrying out the Services.

**12. Amendments and Variations**

No amendment or variation to the terms of the Contract shall be valid unless previously agreed in writing between the Company and the Contractor.

**13. Invoices and Payment**

(1) The Contractor shall submit invoices at times or intervals agreed by the Company in the Contract or otherwise. The Contractor shall ensure that any invoice it submits sets out the Company’s Purchase Order or contract number, the charges and, where not all of the Services have been completed, the relevant part of the charges with an appropriate breakdown of time worked, the part of the Services (if all the Services have not been completed) and period to which the invoice relates, and its confirmation that the Services (or relevant part of the Services referred to on the invoice) have been fully performed.

(2) In consideration of the provision of the Services by the Contractor, the Company shall pay the Charges after receiving a correctly submitted invoice as set out in Condition 13(1). Such payment shall normally be made within 30 days of receipt of the correctly submitted invoice.

(3) The Contractor shall not be entitled to charge for the provision of any services that are not part of the Services agreed within the Contract, unless the Contract has been properly varied in advance in accordance with Condition 12.

(4) The Company may reduce payment in respect of any Services that the Contractor has either failed to provide or has provided inadequately, without prejudice to any other rights or remedies of the Company.

(5) If the Contractor believes that payment for a correctly submitted invoice is overdue, he should, in the first instance, speak to the Company’s named contact specified in the Contract. In the event that the problem is not resolved to his satisfaction, he should write to the Company’s Principal Procurement Officer setting out his case. The Principal Procurement Officer shall ensure that the complaint is dealt with by an officer of the Company who is independent of the main contact and that the Contractor is not treated adversely in future for having made a complaint.

(6) For the purpose of calculating any statutory interest under the Late Payment of Commercial Debts (Interest) Act 1998, the relevant date for the payment of the debt shall be deemed to be the last day of a period of 30 days commencing on the day when the Company received the invoice, or, if the Contractor had not completed the Services (or the part of the Services to which the invoice relates) before submitting the invoice, the last day of a period of 30 days commencing on the day when the Contractor completed the Services, (or the part of the Services to which the invoice relates).

**14. Accounts**

(1) The Contractor shall keep full and proper accounts, records and vouchers relating to all expenditure reimbursed by the Company and all payments made by the Company in respect of the Services.

(2) The Contractor shall permit the Company acting by its officers, servants and agents or independent auditor on request and at all reasonable times to examine all accounts, records and vouchers at the offices of the Contractor or at such other places as the Company shall direct, and to take copies of such accounts, records and vouchers and the Contractor shall provide the Company or its independent auditor with such explanations relating to that expenditure as the Company may request.

(3) The Contractor shall ensure that the said accounts, records and vouchers are available for a period of six years after termination or expiry of the Contract.

**15. Recovery of Sums Due**

(1) Whenever under the Contract any sum of money shall be recoverable from or payable by the Contractor, such sum may be deducted from any amount then due, or which at any time thereafter may become due, to the Contractor under this Contract or any other agreement or arrangement with the Company.

(2) Any over-payment by the Company to the Contractor whether in respect of the Charges or Value Added Tax shall be a sum of money recoverable from the Contractor pursuant to Condition 15(1) above or otherwise.

**16. Value Added Tax**

(1) The Company shall pay to the Contractor, in addition to the Charges, a sum equal to the Value Added Tax chargeable on the value of the Services provided in accordance with the Contract.

(2) Any invoice or other request for payment of monies due to the Contractor under the Contract shall, if he is a taxable person, be in the same form and contain the same information as if the same were a tax invoice for the purposes of Regulations made under the Value Added Tax Act 1994.

(3) The Contractor shall, if so requested by the Company, furnish such information as may reasonably be required by the Company relating to the amount of Value Added Tax chargeable on the Services.

**17. Provision of Services**

(1) The Contractor shall provide the Services in accordance with and as specified in the Contract to the satisfaction of the Company whose decision shall be final and conclusive. The Company shall have the power to inspect and examine the performance of the Services at the Company's Premises at any reasonable time or, provided that the Company gives reasonable notice to the Contractor, at any other premises where any part of the Services is being performed.

(2) If the Company informs the Contractor that the Company considers any part of the Services to be inadequate or in any way differing from the Contract, and this is other than as a result of default or negligence on the part of the Company, the Contractor shall at his own expense re-schedule and perform the work correctly within such reasonable time as may be specified by the Company.

(3) The Company may at any time demand that the Contractor suspend the provision of the Services. If the Company exercises such right to suspend the provision of the Services or any part of them, or if the Contractor is delayed in proceeding with the provision of the Services by the Company (otherwise than as a consequence of a breach of the Contract, or a breach of duty or fault or negligence on the part of the Contractor), the Company shall be responsible for loss incurred by the Contractor as a result of such suspension or delay. Subject to the Contractor taking reasonable steps to mitigate its loss, the Contractor will be able to recover from the Company under this Condition only for those losses which:

(a) were reasonably foreseeable by the Company as arising as a direct result of the suspension or delay; and

(b) relate to the cost of any commitments entered into by the Contractor which cannot be met as a result of the suspension or delay and in respect of which the Contractor cannot obtain a refund (where the Contractor has already paid in relation to the commitment) or is obliged to pay (where the Contractor has not already paid in relation to the commitment).

The provisions of this Condition shall not apply where the reason for the suspension of the Services arises from circumstances beyond the control of the Company.

(4) If the performance of the Contract by the Contractor is delayed by reason of any act on the part of the Company or by industrial dispute (other than by an industrial dispute occurring within the Contractor's or its sub-contractor's organisation) or any other cause which the Contractor could not have prevented then the Contractor shall be allowed a reasonable extension of time for completion. For the purposes of this Condition, the Contractor shall be deemed to have been able to prevent causes of delay that are within the reasonable control of the Contractor's staff, agents and sub-contractors.

(5) The Contractor warrants that it shall provide the Services with all due skill, care and diligence, and in accordance with good industry practice and legal requirements.

(6) The Contractor shall provide the Services in a manner that assists the Company to improve the economic, social and environmental wellbeing of the area covered by the Contract as defined in the Public Services (Social Value) Act 2012. The Contractor shall comply with any Company policy on Social Value and/or with any specific requirements of the Company set out in the Contract or in any document attached hereto.

(7) Without prejudice to the provision of Condition 15(1), the Contractor shall reimburse the Company for all reasonable costs incurred by the Company which have arisen as a direct consequence of the Contractor’s delay in the performance of the Contract which the Contractor had failed to remedy after being given reasonable notice by the Company.

**18. Progress Report**

(1) Where formal progress reports are required by the Contract, the Contractor shall render such reports at such time and in such form as may be specified by the Company, or as otherwise agreed between the Contractor and the Company.

(2) The submission and acceptance of progress reports shall not prejudice any rights of the Company under the Contract.

**19. Contractor's Personnel**

(1) The Company reserves the right to refuse to admit to or remove from the Company's Premises any person employed by the Contractor or its sub-contractors, whose presence is or would be undesirable in the opinion of the Company.

(2) If and when requested by the Company, the Contractor shall provide a list of the names and addresses of all persons who may at any time require admission in connection with the performance of the Services to the Company's Premises, specifying the role in which each such person is concerned with the Contractor and giving such other particulars as the Company may require.

(3) If the Contractor fails to comply with Condition 19(2) and the Company decides that such failure is prejudicial to its interests, the Company may immediately terminate the Contract by notice in writing to the Contractor, provided that such termination shall be without prejudice to any accrued rights of, or to any rights that shall accrue thereafter to, the Company.

**20. Indemnities and Insurance**

(1) The Contractor shall hold harmless and indemnify the Company on demand from and against all claims, demands, proceedings, actions, damages, costs (including legal costs), expenses and any other liabilities arising from claims made by the Company's staff or agents, or by third parties, in respect of any death or personal injury, or loss or destruction of or damage to property, or any other loss, destruction or damage, including but not limited to financial losses which are caused, whether directly or indirectly, by the breach of contract or breach of duty (whether in negligence, tort, statute or otherwise) of the Contractor, its employees, agents or sub-contractors.

(2) The Contractor shall be liable to the Company for any loss, damage, destruction, injury or expense, whether direct or indirect, (and including but not limited to loss or destruction of or damage to the Company's property, which includes data) arising from the Contractor's breach of contract or duty (whether arising in negligence, tort, statute or otherwise).

(3) The Contractor shall effect with a reputable insurance company a policy or policies of insurance providing an adequate level of cover in respect of all risks which may be incurred by the Contractor in respect of the indemnities provided under the Contract, which in any event shall not be less than £5,000,000 GBP, and shall at the request of the Company produce the relevant policy or policies together with receipt or other evidence of payment of the latest premium due there under.

(4) Nothing in these Conditions nor in any part of the Contract shall impose any liability on any member of the staff of the Company or its representatives in their personal capacity.

(5) The Contractor shall indemnify the Company against all proceedings, actions, claims, demands, costs (including legal costs), charges, expenses and any other liabilities arising from or incurred by reason of any infringement or alleged infringement of any third party's Intellectual Property Rights used by or on behalf of the Contractor for the purpose of the Contract, providing that any such infringement or alleged infringement is not knowingly caused by, or contributed to, by any act of the Company.

(6) The Company shall indemnify the Contractor against all proceedings, actions, claims, demands, costs (including legal costs), charges, expenses and any other liabilities arising from or incurred by reason of any infringement or alleged infringement of any third party's Intellectual Property Rights used at the request of the Company by the Contractor in the course of providing the Services, providing that any such infringement or alleged infringement is not knowingly caused by, or contributed to by, any act of the Contractor.

(7) Except in relation to death or personal injury as referred to in Condition 20(1), and subject to Conditions 20(5) and 32(6) the amount of liability under this Condition shall be limited to a sum of £5,000,000 GBP or twice the contract value, whichever is the greater.

**21 Termination for Insolvency or Change of Control**

(1) The Contractor shall notify the Company in writing immediately upon the occurrence of any of the following events:

(a) where the Contractor is an individual, if a petition is presented for his bankruptcy, or he makes any composition or arrangement with or for the benefit of creditors, or makes any conveyance or assignment for the benefit of creditors, or if an administrator is appointed to manage his affairs; or

(b) where the Contractor is not an individual but is a firm or a number of persons acting together, if any event in Condition 21(1)(a) or (c) occurs in respect of any partner in the firm or any of those persons; or

(c) where the Contractor is a company or limited liability partnership, if the company or limited liability partnership enters administration or passes a resolution to wind up or the court makes an administration order or a winding-up order, or the company makes a composition or arrangement with its creditors, or an administrative receiver, receiver or manager is appointed by a creditor or by the court, or possession is taken of any of its property under the terms of a floating charge; or

(d) the Contractor undergoes a change of control, where "control" has the meaning given in Section 416 of the Income and Corporation Taxes Act 1998.

(2) After receipt of the notice under Condition 21(1) or earlier discovery by the Company of the occurrence of any of the events described in that Condition, the Company may, by notice in writing to the Contractor, terminate the Contract with immediate effect without compensation to the Contractor and without prejudice to any right or action or remedy which may accrue to the Company thereafter. The Company's right to terminate the Contract under Condition 21(1)(d) will exist until the end of a period of three months starting from receipt of the notice provided by the Contractor pursuant to Condition 21(1), or such other period as is agreed by the parties.

**22. Termination for Breach of Contract**

If either party commits a material breach of the Contract which is either not capable of remedy, or, if it is capable of remedy, he fails to remedy such breach within 28 days of being notified by the other party in writing to do so, that other party shall be entitled to terminate the Contract with immediate effect by notice in writing to the party that committed the material breach and without prejudice to any other rights or remedies of either party in respect of the breach concerned or any other breach of the Contract.

**23. Cancellation**

The Company shall be entitled to terminate the Contract, or to terminate the provision of any part of the Services, by giving to the Contractor not less than 28 days' notice in writing to that effect without prejudice to any rights or remedies of the Contractor for breach of contract. Once it has given such notice, the Company may extend the period of notice at any time before it expires, subject to agreement on the level of Services to be provided by the Contractor during the period of extension.

**24. Dispute Resolution**

(1) The parties shall attempt in good faith to negotiate a settlement to any dispute between them arising out of or in connection with the Contract.

(2) If the parties cannot resolve the dispute pursuant to Condition 24(1) , the dispute may, by agreement between the parties, be referred to mediation pursuant to Condition 24 (4) .

(3) The performance of the Services shall not cease or be delayed by the reference of a dispute to mediation pursuant to Condition 24(2).

(4) If the parties agree to refer the dispute to mediation:

(a) in order to determine the person who shall mediate the dispute (the "Mediator") the parties shall by agreement choose a the Mediator within 30 days after agreeing to refer the dispute to mediation;

(b) the parties shall within 14 days of the appointment of the Mediator meet with him in order to agree a programme for the exchange of all relevant information and the structure to be adopted for negotiations to be held.

(c) unless otherwise agreed, all negotiations connected with the dispute and any settlement agreement relating to it shall be conducted in confidence and without prejudice to the rights of the parties in any future proceedings;

(d) if the parties reach agreement on the resolution of the dispute within 60 days of the Mediator being appointed, or such longer period as may be agreed between the parties, the agreement shall be reduced to writing and shall be binding on the parties once it is signed by both the Company and the Contractor;

(e) failing agreement within 60 days of the Mediator being appointed, or such longer period as may be agreed between the parties, either of the parties may invite the Mediator to provide a non-binding but informative opinion in writing. Such an opinion shall be provided on a without prejudice basis and shall not be used in evidence in any proceedings relating to the Contract without the prior written consent of both parties.

(5) If the parties do not agree to refer the dispute to mediation, or if the parties fail to reach agreement as to who shall mediate the dispute pursuant to Condition 24(4)(a) or if they fail to reach agreement in the structured negotiations within 60 days of the Mediator being appointed or such longer period as may be agreed by the parties, then any dispute or difference between them may be referred to the courts

**25. Prevention of Bribery**

(1) The Contractor shall comply with the Bribery Laws and prevent bribery and use all reasonable endeavours to ensure that it complies with any Company Policies relating to the prevention of bribery and corruption (as updated from time to time), and shall use all reasonable endeavours to ensure that:

(a) all of the Contractor’s personnel,

1. all others associated with the Contractor, and

(c) all of the Contractor’s subcontractors,

involved in performing the Services or with this Contract so comply. The expressions 'adequate procedures' and 'associated' shall be construed in accordance with their meaning under the Bribery Laws Act 2010 and the guidance documents published under themt.

1. Without limitation to CondItion 25(1) , neither party shall make or receive any bribe (as defined in the Bribery Laws) or other improper payment, or allow any such to be made or received on its behalf, either in the United Kingdom or elsewhere, and will implement and maintain adequate procedures to ensure that such bribes or payments are not made or received directly or indirectly on its behalf.

**26. Special Provisions**

In the case of any conflict or inconsistency between these general Conditions and any specific terms of the Contract, the latter shall prevail.

**27. Conflict of Interest**

(1) The Contractor shall ensure that there is no conflict of interest as to be likely to prejudice his independence and objectivity in performing the Contract and undertakes that upon becoming aware of any such conflict of interest during the performance of the Contract (whether the conflict existed before the award of the Contract or arises during its performance) he shall immediately notify the Company in writing of the same, giving particulars of its nature and the circumstances in which it exists or arises and shall furnish such further information as the Company may reasonably require.

(2) Where the Company is of the opinion that the conflict of interest notified to it under Condition 27(1) is capable of being avoided or removed, the Company may require the Contractor to take such steps as will, in its opinion, avoid, or as the case may be, remove the conflict and:

(a) if the Contractor fails to comply with the Company's requirements in this respect; or

(b) if in the opinion of the Company, it is not possible to remove the conflict,

the Company may terminate the Contract immediately and recover from the Contractor the amount of any loss resulting from such termination

(3) Notwithstanding Condition 27(2), where the Company is of the opinion that the conflict of interest which existed at the time of the award of the Contract could have been discovered with the application by the Contractor of due diligence and ought to have been disclosed as required by the tender documents pertaining to it, the Company may terminate the Contract immediately for breach of a fundamental condition and, without prejudice to any other rights, recover from the Contractor the amount of any loss resulting from such termination**.**

**28. Intellectual Property Rights**

(1) Subject to any pre-existing rights of third parties and of the Contractor, the Intellectual Property Rights in all reports, documents and other materials which are generated or acquired by the Contractor (or any of its sub-contractors or agents) in the performance of the Services shall belong to and be vested automatically in the Company, and the Contractor warrants to the Company that all staff, agents and sub-contractors are and will be engaged in relation to the Contract on terms which do not entitle any of them to any Intellectual Property Rights in any such report, document or other material. The Contractor hereby assigns any copyright that it owns in every such report, document and other material to the Company. The Contractor waives all moral rights relating to such reports, documents and other materials.

(2) If the Contractor in providing the Services uses any materials in which there are pre-existing Intellectual Property Rights owned by itself, its agents, sub-contractors or third parties, it shall itself provide, or procure from such agent, subcontractor or third party a non-exclusive licence for, or, if the Contractor is itself a licensee of those Intellectual Property Rights, it shall grant a sub-licence to, the Company to use, reproduce, modify, adapt and enhance the material as the Company sees fit. Such licence or sub-licence shall be perpetual and irrevocable and granted at no cost to the Company.

(3) Any information (whether or not it is Confidential Information) collected or collated pursuant to the Contract (excluding any information which in the opinion of the Company is confidential to the Contractor or which has been communicated to the Contractor under a condition that it shall be confidential to the Contractor) shall be the property of the Company, and all original documents in whatever form which contain that information, including any computer tape or disk, any voice recording and any special computer program written to give access to the information, shall on request be deposited with the Company.

(4) Nothing in this Contract or done under the Contract shall be taken to diminish any Crown copyright, patent rights or any other Intellectual Property Rights which would apart from this Contract vest in the Crown or Contracting Company

(5) The Contractor shall ensure that all royalties licence fees or similar expenses in respect of intellectual property used in connection with the Contract have been paid and are included in the contract price.

(6) If the Company reimburses the Contractor for the cost of any equipment, such equipment shall become the property of the Company and the Contractor shall on request deliver such equipment to the Company. The Contractor shall keep a proper inventory of such equipment and shall deliver that inventory to the Company on request and on completion of the Services

**29. Rights of Third Parties**

It is not intended that the Contract, either expressly or by implication, shall confer any benefit on any person who is not a party to the Contract and accordingly the Contracts (Rights of Third Parties) Act 1999 shall not apply.

**30. Company Property**

(1) All Company Property shall remain the property of the Company and shall be used in the execution of the Contract and for no other purpose whatsoever except with the prior agreement in writing of the Company.

(2) All Company Property shall be deemed to be in good condition when received by or on behalf of the Contractor unless he notifies the Company to the contrary within 14 days or such other time as is specified in the Contract.

(3) The Contractor undertakes to return any and all Company Property on completion of the Contract or on any earlier request by the Company.

(4) The Contractor shall, except as otherwise provided for in the Contract, repair or replace or, at the option of the Company, pay compensation for all loss, destruction or damage occurring to any Company Property caused or sustained by the Contractor, or by his servants, agents or sub-contractors, whether or not arising from his or their performance of the Contract and wherever occurring, provided that if the loss, destruction or damage occurs at the Company's Premises, this Condition shall not apply to the extent that the Contractor is able to show that any such loss, destruction or damage was not caused or contributed to by his negligence or default or the neglect or default of his servants, agents, or sub-contractors.

**31. Data Protection**

(1) In this condition references to "personal data", "data subjects" and "data processor" are to be interpreted as defined in the Data Protection Act 1998 ("the 1998 Act"). The Contractor shall comply with all relevant provisions of the 1998 Act and do nothing which causes, or may cause, the Company to be in breach of its obligations under the 1998 Act. In particular, to the extent that the Contractor acts as a data processor in respect of any personal data pursuant to the Contract, the Contractor shall only process such personal data as is necessary to enable it to fulfil its obligations under this Contract.

(2) The Contractor warrants that it has appropriate technical and organisational measures in place to protect any personal data it is processing on the Company's behalf against any unauthorised or unlawful processing and against any accidental loss, destruction or damage and undertakes to maintain such measures during the course of this Contract. The Contractor shall also take all reasonable steps to ensure the reliability of its staff having access to any such personal data.

(3) Upon reasonable notice the Contractor shall allow the Company access to any relevant premises owned or controlled by it to enable the Company to inspect its procedures described at Condition 28(2) above and will upon the Company's request from time to time prepare a report for it on the technical and organisational measures it has in place to protect the personal data it is processing on the Company's behalf.

(4) The Contractor shall at its own cost, at the Company's request, assist the Company to comply with any requests for access to personal data under Section 7 of the 1998 Act and in particular shall respond to any such request promptly to enable the Company to comply with its obligations under the 1998 Act. When requested by the Company the Contractor shall at its own cost promptly provide it with any personal data relating to this Contract.

(5) If the Contractor fails to comply with any provision of this condition, the Company may terminate the Contract immediately in which event the provisions of Condition 19 shall apply.

(6) The Contractor shall indemnify the Company against all claims and proceedings, and all costs and expenses incurred in connection therewith, made or brought against the Company by any person in respect of the Act or equivalent applicable legislation in any other country which claims would not have arisen but for some act, omission, misrepresentation or negligence on the part of the Contractor or its sub-contractors and hold it harmless against all costs, losses and liability whatsoever incurred by it arising out of any action or inaction on its part in relation to any of its obligations as set out in this Contract which results in the Company being in breach of its obligations under the 1998 Act or equivalent applicable legislation in any other country.

(7) The Contractor warrants that it has submitted, pursuant to Section 18(1) of the 1998 Act, a notification to the Information Commissioner and shall keep that notification up to date.

(8) The Contractor shall not transfer any personal data outside the European Economic Area unless authorised in writing to do so by the Company.

(9) Upon the termination of this Contract for whatever reason the Contractor shall, unless notified otherwise by the Company or required by law, immediately cease any processing of the personal data on the Company's behalf and as requested by the Company destroy or provide the Company with a copy on suitable media.

(10) The Contractor shall promptly carry out any request from the Company requiring it to amend, transfer or delete the personal data or any part of the personal data.

(11) Where the Contractor is required to collect any personal data on behalf of the Company, it shall ensure that it provides the data subjects from whom the personal data are collected with a data protection notice in a form to be agreed with the Company.

**32. Freedom of Information and Transparency**

(1) The Contractor acknowledges that the Company is subject to the FOI Legislation.

(2) The Contractor shall assist the Company at no additional charge in meeting any reasonable requests for information in relation to the Works/Services or this Contract which are made to the Company.

(3) The parties acknowledge that, except for any information which is exempt from disclosure in accordance with the provisions of the FOI Legislation, the content of this Contract is not Confidential Information. The Company shall be responsible for determining in its absolute discretion whether any of the content of the Contract is exempt from disclosure in accordance with the provisions of the FOI Legislation. Notwithstanding any other term of this Contract, the Contractor hereby gives his consent for the Company to publish the Contract in its entirety, (but with any information which is exempt from disclosure in accordance with the provisions of the Freedom of Information Act 2000 redacted) including from time to time agreed changes to the contract, to the general public

**33. Non-discrimination**

(1) The Contractor shall use reasonable endeavours to ensure that they comply with the Equality Act 2010 (the “2010 Act”);

(2) The Contractor agrees to provide the Service in a non-discriminatory manner and shall promote equality following any code of practices issued under the 2010 Act and any other equalities legislation.

(3) The Company has a responsibility to monitor the equality of the provision of any Services provided by it . To assist the Company to meet this responsibility, the Contractor agrees, where appropriate and practicable, to work towards providing monitoring information to the Company in relation to employment and service provision in respect of the protected characteristics defined in the 2010 Act

(4) The Contractor shall not discriminate directly or indirectly, or by way of victimisation or harassment, against any person on grounds of the protected characteristics defined in the 2010 Act.

(5). The Contractor shall notify the Company forthwith in writing as soon as it becomes aware of any investigation of or proceedings brought against the Contractor under the 2010 Act; and;.

(a) Where any investigation is undertaken by a person or body empowered to conduct such investigation, and/or proceedings are instituted in connection with any matter relating to the Contractor’s performance of this Contract being in contravention of the above legislation, the Contractor shall, free of charge, co-operate fully and promptly in every way required by the person or body conducting such investigation.

(b) Where any such investigation is conducted or proceedings are brought under the above legislation, which arise directly or indirectly out of any act or omission of the Contractor, its agents or subcontractors, or the staff of the Contractor, and where there is a finding against the Contractor in such investigation or proceedings, the Contractor shall indemnify the Company in respect to all costs, charges and expenses arising out of or in connection with any such investigation or proceedings to cover any costs or payment the Company may have been ordered or required to pay to a third party.

(6) In order for the Company to monitor discrimination and promote equalities and diversity in all its functions and policies, the Company may require the Contractor to complete a questionnaire and/or provide information to the Company on the extent and quality of the Contractor’s equalities and diversity policies and practice.

(7) The Contractor shall impose similar obligations contained in this Condition in any subcontracts that it may enter into in relation to the provision of the Works/Services under this Contract.

**34. Other Legislation**

The Contractor shall, and shall procure that its sub-contractors, agents and personnel, comply with all applicable law.

**35. Contractor Status**

Nothing in the Contract shall create or be construed as creating a partnership, joint venture, a contract of employment or relationship of employer and employee, or a relationship of principal and agent between the Company and the Contractor

**36. Transfer of Services**

(1) Where the Company intends to continue with services equivalent to any or all of the Services after termination or expiry of the Contract, either by performing them itself or by the appointment of a replacement contractor, the Contractor shall use all reasonable endeavours to ensure that the transition is undertaken with the minimum of disruption to the Company.

(2) The contractor shall co-operate fully during the transition period and provide full access to all data, documents, manuals, working instructions, reports and any information, whether held in electronic or written form, which the Company considers necessary.

**37. Law and Jurisdiction**

The Contract shall be governed by and construed in accordance with English Law and shall be subject to the exclusive jurisdiction of the courts of England and Wales.