



Department  
for Environment  
Food & Rural Affairs

# Conditions of Contract Short Form Enhanced

October 2021

## Contents

|   |     |
|---|-----|
| Order Form – .....  | 4   |
| Annex 1 – Authorised Processing Template – not used ..... | 9   |
| Annex 2 – Specification .....                             | 10  |
| Annex 3 – Charges.....                                    | 24  |
| 3. When the Supplier can ask to change the Charges.....   | 24  |
| 4. When the Charges are linked to inflation .....         | 25  |
| 5. Rates and Prices .....                                 | 26  |
| 6. Currency .....   | 35  |
| 7. Variations.....  | 35  |
| 8. Electronic Invoicing.....                              | 35  |
| Annex 4 – Tender Submission .....                         | 37  |
| Annex 5 – Sustainability .....                            | 72  |
| Short Form Terms .....                                    | 78  |
| 1. Definitions used in the Contract.....                  | 78  |
| 2. Understanding the Contract.....                        | 83  |
| 3. How the Contract works.....                            | 84  |
| 4. What needs to be delivered .....                       | 84  |
| 5. Pricing and payments .....                             | 87  |
| 6. The Authority's obligations to the Supplier.....       | 88  |
| 7. Record keeping and reporting.....                      | 88  |
| 8. Supplier staff.....                                    | 89  |
| 9. Rights and protection.....                             | 90  |
| 10. Intellectual Property Rights (IPRs).....              | 91  |
| 11. Ending the contract.....                              | 92  |
| 12. How much you can be held responsible for .....        | 94  |
| 13. Obeying the law .....                                 | 95  |
| 14. Insurance .....                                       | 96  |
| 15. Data protection .....                                 | 96  |
| 16. What you must keep confidential .....                 | 100 |
| 17. When you can share information .....                  | 102 |
| 18. Invalid parts of the contract.....                    | 102 |
| 19. No other terms apply .....                            | 102 |
| 20. Other people's rights in a contract .....             | 102 |
| 21. Circumstances beyond your control.....                | 102 |
| 22. Relationships created by the contract.....            | 103 |
| 23. Giving up contract rights .....                       | 103 |
| 24. Transferring responsibilities .....                   | 103 |
| 25. Changing the contract.....                            | 104 |
| 26. How to communicate about the contract.....            | 104 |
| 27. Preventing fraud, bribery and corruption.....         | 104 |
| 28. Health, safety and wellbeing .....                    | 105 |
| 31. Tax.....  | 106 |
| 33. Conflict of interest .....                            | 107 |
| 34. Reporting a breach of the contract.....               | 107 |
| 35. Resolving disputes.....                               | 108 |
| 36. Which law applies .....                               | 109 |



## Order Form

|                                     |   |  |
|-------------------------------------|---|--|
| <b>1. Contract Reference</b>        | C21588  |  |
| <b>2. Date</b>                      | 31/07/2024  |  |
| <b>3. Authority</b>                 | <b>Environment Agency</b><br><br>Horizon House Deanery<br>Road, Bristol, BS1 5AH  |  |
| <b>4. Supplier</b>                  | Bywaters (Leyton) Limited<br><br>Lea Riverside, Twelvetrees Crescent, London, E3 3JG<br><br>00505212  |  |
| <b>4a. Supplier Account Details</b> | Account Name – Bywaters Leyton Ltd<br>Account number – [REDACTED]<br>Sort code – [REDACTED]<br>[REDACTED]   |  |
| <b>5. The Contract</b>              | <p>The Supplier shall supply the Deliverables described below on the terms set out in this Order Form and the attached contract conditions ("<b>Conditions</b>") and any <b>Annexes</b>.</p> <p>Unless the context otherwise requires, capitalised expressions used in this Order Form have the same meanings as in Conditions.</p> <p>In the event of any inconsistency between the provisions of the Order Form, the Conditions and the Annexes, the inconsistency shall be resolved by giving precedence in the following order:</p> <ol style="list-style-type: none"> <li>1. Order Form, Annex 2 (<i>Specification</i>) and Annex 3 (<i>Charges</i>) with equal priority.</li> <li>2. Conditions and Annex 1 (<i>Authorised Processing Template</i>) with equal priority.</li> <li>3. Annexes 4 (<i>Tender Submission</i>) and 5 (<i>Sustainability</i>).</li> </ol> <p>In the event of any inconsistency between the provisions of Annexes 4 and 5, Annex 5 shall take precedence over Annex 4.</p> <p><b>Please do not attach any Supplier terms and conditions to this Order Form as they will not be accepted by the Authority and may delay conclusion of the Contract.</b></p> |  |
| <b>6. Deliverables</b>              | <b>Services</b>   | <ul style="list-style-type: none"> <li>Thames Barrier North &amp; South Bank operational areas:<br/>[REDACTED]</li> <li>Thames Barrier Information Centre: [REDACTED]</li> </ul> |



|                         |   |   |
|-------------------------|---|---|
|                         |   | <p>Associated Sites:</p> <ul style="list-style-type: none"> <li>• King George V Lock [REDACTED]</li> <li>• Barking Creek Barrier [REDACTED]</li> <li>• Dartford Creek Barrier [REDACTED]</li> </ul> |
| <b>7. Specification</b> | The specification of the Deliverables is as set out in Annex 2.   |   |
| <b>8. Term</b>          | <p>The Term shall commence on<br/>1<sup>st</sup> August 2024 (the <b>Start Date</b>)</p> <p>and the Expiry Date shall be<br/><b>31<sup>st</sup> July 2026</b> , unless it is otherwise extended or terminated in accordance with the terms and conditions of the Contract.</p> <p>The Authority may extend the Contract for a period of up to 3 x 12 months periods by giving not less than 3-6 months' notice in writing to the Supplier prior to the Expiry Date. The terms and conditions of the Contract shall apply throughout any such extended period.</p> |   |
| <b>9. Charges</b>       | The Charges for the Deliverables shall be as set out in Annex 3.  |   |

|   |  |   |
|---|--|---|
| <b>10. Payment</b>                                | <p>The Authority's preference is for all invoices to be sent electronically, quoting a valid Purchase Order Number (PO Number), to:</p> <p>[REDACTED]</p> <p>Alternatively, you may post to:</p> <p>Environment Agency SSCL<br/>PO Box 797<br/>Newport<br/>Gwent<br/>NP10 8FZ</p> <p>Within 10 Working Days of receipt of your countersigned copy of this Order Form, we will send you a unique PO Number. You must be in receipt of a valid PO Number before submitting an invoice.</p> <p>To avoid delay in payment it is important that the invoice is compliant with Annex 3 Non-compliant invoices will be sent back to you, which may lead to a delay in payment.</p> <p>If you have a query regarding an outstanding payment please contact the Authority's Authorised Representative(s).</p> |   |
| <b>11. Authority Authorised Representative(s)</b> | <p>For general liaison your contact will continue to be:</p> <p>[REDACTED]</p> <p>or, in their absence:</p> <p>[REDACTED]</p>  |   |
| <b>12. Address for notices</b>                    | <p><b>Authority:</b></p> <p>Environment Agency<br/>Horizon House<br/>Deanery Road<br/>Bristol<br/>BS1 5AH</p> <p>Attention: [REDACTED]<br/>Senior Commercial Officer</p> <p>Email: [REDACTED]</p>  | <p><b>Supplier:</b></p> <p>Bywaters (Leyton) Limited<br/>Lea Riverside<br/>Twelvetrees Crescent<br/>London<br/>E3 3JG</p> <p>Attention: [REDACTED]<br/>Commercial Director</p> <p>Email: [REDACTED]</p> |

|                                      |   |  |
|--------------------------------------|---|--|
| <b>13. Key Personnel</b>             | <b>Authority:</b><br><br><div style="background-color: black; width: 150px; height: 15px; margin-bottom: 5px;"></div> Thames Tidal Defences<br>Eastmoor Street, Charlton, London,<br>SE7 8LX<br><br>Attention: <b>Contract Manager</b><br><br><div style="background-color: black; width: 300px; height: 30px; margin-top: 10px;"></div>  | <b>Supplier:</b><br><br><div style="background-color: black; width: 100px; height: 15px; margin-bottom: 5px;"></div> Bywaters (Leyton) Limited<br>Lea Riverside<br>Twelvetreets Crescent<br>London<br>E3 3JG<br><br>Attention: Account Manager<br><br><div style="background-color: black; width: 250px; height: 25px; margin-top: 10px;"></div> |
| <b>14. Procedures and Policies</b>   | <p>For the purposes of the Contract all contractor personnel who attend site are required to obtain a minimum of Counter Terrorism Check (CTC) security clearance verification. No access will be permitted onto site without this clearance. Further information can be found in the Specification Appendix 3.</p> <p>The Supplier shall ensure that no person who discloses that they have a conviction that is relevant to the nature of the Contract, relevant to the work of the Authority, or is of a type otherwise advised by the Authority (each such conviction a "Relevant Conviction"), or is found by the Supplier to have a Relevant Conviction (whether as a result of a police check, a Disclosure and Barring Service check or otherwise) is employed or engaged in the provision of any part of the Deliverables.</p> <p>For the avoidance of doubt, if other policies of the Authority are referenced in the Conditions, Specification and Annexes, those policies will also apply to the Contract on the basis described therein.</p> |  |
| <b>15. Limitation of Liabilities</b> | Total liability is no more than the total charges or £5m whichever is the greater.  |  |
| <b>16. Insurance</b>                 | <p>The Supplier shall hold the following insurance cover from the start date/commencement date for the duration of the Contract in accordance with this Order Form</p> <ul style="list-style-type: none"> <li>- Professional Indemnity insurance with cover (for a single event or multiple with an aggregate) of not less than £5 million;</li> <li>- Public Liability insurance with cover (for a single event or multiple with an aggregate) of not less than £5 million;</li> <li>- Employers Liability insurance with cover (for a single event or multiple with an aggregate) of not less than £5 million;</li> </ul>   |  |

|   |   |   |   |
|---|---|---|---|
| <div>Authority_Signature:</div> <div></div>   |   | <div>Supplier_Signature:</div> <div></div>                      |   |
| <div>Full Name:</div> <div></div>             | <div>Full Name:</div> <div></div>             | <div>Job Title/Role:</div> <div>Senior Commercial Officer</div> | <div>Job Title/Role:</div> <div>Commercial Director</div> |
| <div>Date Signed:</div> <div>01/08/2024</div> | <div>Date Signed:</div> <div>01/08/2024</div> |   |   |

## Annex 1 – Authorised Processing Template – not used

|   |                |
|---|----------------|
| <b>Contract:</b>                            | [XXXX]         |
| <b>Date:</b>                                |                |
| <b>Description Of Authorised Processing</b> | <b>Details</b> |
| Subject matter of the processing            |                |
| Duration of the processing                  |                |
| Nature and purposes of the processing       |                |
| Type of Personal Data                       |                |
| Categories of Data Subject                  |                |

## Annex 2 – Specification

### Introduction:

Environment Agency is committed to managing our environmental impacts including waste by reducing and managing them using the best practical environmental option.

The Contractor will provide safe, sustainable and legal working practices to a high standard, during the collection, transport, recycling, recovery and where necessary disposal of Thames Barrier and Associated Gates (TBAG) office and operational waste. Waste streams will include hazardous waste, Waste Electrical and Electronic Equipment (WEEE) and various recycled waste (including food waste) from our offices, workshops and Visitor Centre. There may also be a requirement on an ad-hoc basis for waste collection or pumping out of either oily water or cesspit waste from some sites.

The Thames Barrier and its associated gates are identified as 'Critical National Infrastructure', meaning it is essential for the day-to-day functioning of society and the economy. If it was not present, it would have a catastrophic impact on society's economic security, safety or health. As such the site and its associated gates have enhanced security protocols which were revised in Autumn 2022. **There is a mandatory requirement for all visitors to the sites (staff and contractors) to hold Counter Terrorism Check (CTC) verification.** The Contractor must either already have staff in receipt of this level of security clearance, or be prepared to undergo the vetting process as part of the contract requirement.

The premises covered by this contract are Thames Barrier North & South Bank operational areas and Thames Barrier Information Centre, and Associated Sites (King George V Lock site in Beckton, Barking Creek Barrier and Dartford Creek Barrier (see Pricing Schedule for site addresses).

### eMission 2030

eMission2030 is our plan to be unbeaten at sustainability. We are seeking to tackle our own negative impact on the environment through the carbon produced by our use of raw materials, energy and transport and the impact on those working in the manufacturing processes of what we buy. One of our goals is to re-use, recycle and recover 100% of our waste, including office, operational and construction / project waste. This contract therefore has a requirement for zero waste to be sent to landfill where technically feasible.

The Environment Agency aims to be a net zero organisation and reduce the carbon produced by ourselves and supply chain. The Contractor shall seek to recover all possible waste streams. The Environment Agency seeks a solution which will recover, reuse, recycle or compost the highest possible proportion of waste and which will be of sufficient quality to guarantee a sustainable market. The contractor should provide a statement within their proposal detailing how they will seek to reduce carbon emissions from their operations over the length of the contract.

The Environment Agency is certified to ISO 14001 environmental management system. This drives our desire to continually improve our own environmental performance and to see that all our suppliers and contractors perform and behave in a way that is consistent with this standard.

## Contract period

The contract will run for an initial period of 24 months, subject to satisfactory performance by the contractor, with options to extend for up to 3 additional 12-month periods with a maximum contract duration of 5 years.

Extension options will be subject to satisfactory performance and will be requested by the Environment Agency Contract Manager at least 6 months prior to the expiry date.

## Key personnel

The Thames Barrier and its Associated Gates are identified as Critical National Infrastructure, all contractor personnel who attend site are required to obtain a minimum of Counter Terrorism Check (CTC) security clearance verification. No access will be permitted onto site without this clearance. Further information regarding National Security Vetting can be found here:

[National security vetting: clearance levels - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/national-security-vetting-clearance-levels)

[United Kingdom Security Vetting: Applicant - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/united-kingdom-security-vetting-applicant)

Post contract award, the Contractor shall appoint an Account Manager and a dedicated Customer Service Contact. The Account Manager is responsible for all contract or performance specific dealings with the Environment Agency's Contract Manager and/or commercial team. The Customer Service Contact is responsible for the day to day operational contact with nominated Environment Agency Site contacts. If the point of contact is unavailable, a suitable alternative shall be nominated and communicated to the Contractor as and when required.

A list of authorised Environment Agency contacts will be provided to the Contractor post contract award.

## Waste streams

The Thames Barrier and Associated Gates sites as part of the Environment Agency has identified the following waste streams which are likely to be covered by this contract:

- Paper – clean, mixed, shredded, newspapers
- Confidential bin for sensitive papers to shred
- Cardboard
- Glass – clear and mixed
- Plastics – including PET, HDPE (e.g. plastic milk cartons, plastic cups and plastic containers)
- Metallic Packaging (e.g. tin & aluminium cans)
- Waste oil
- Septic tank contents
- Oil interceptor sludge
- Antifreeze
- Oily waste (wipes, rags, filters, oil contaminated absorbents and PPE, oily contaminants)
- Scrap metal
- Mixed Special hazardous waste (e.g. paints, cellulose thinners, petrol, diesel, brake fluid, solvents)

- Packaging (incl. polystyrene, plastic wrapping, laminate and food packaging etc.)
- Non-compactable non-recyclable general waste (e.g. clearance waste, refurbishment and furniture waste and other items on an ad-hoc basis)
- General Mixed Waste (food contaminated packaging waste, non-recyclable general waste)
- Batteries (hazardous and non-hazardous, including heavy duty lead acid batteries)
- Other redundant WEEE (incl. bulbs, fluorescent tubes, electrical wiring, electrical equipment, electrical components, discarded goods containing CFCs, non-hazardous WEEE, Sodium filled lamps (SON-T))
- Other construction and demolition on an ad hoc basis (not containing asbestos)

There may be adhoc requests for the Contractor to manage other waste types not detailed above throughout the life of contract.

### **Hazardous Waste Identification and Disposal**

The Contractor will provide a response to pollution incidents where the fly-tipping of potentially hazardous waste has occurred on Environment Agency property. This may be at the location the incident has occurred or at the depot the waste has been recovered to, Services will include:

- Identification of unknown waste materials
- Sampling
- Analysis
- Appropriately permitted disposal/treatment in accordance with the Waste Hierarchy
- Provision of chain of custody, recording systems and certifications

Where the waste poses a risk to the public, wildlife or the environment a time frame for response will be agreed with the authorised contact but shall be within 24 hours during normal working hours. Where waste is at a secure site, response shall be within 48 hours during normal working hours.

### **Waste metal**

The Environment Agency seeks to recover as much of its costs as is reasonably practicable. Given the value of waste metal we would look to the tenderers to take this into account and propose a mutually acceptable solution whereby some scrap value is recovered by the contract. As an example, consideration could be given to supply the metal skip free of charge.



## Sensitive Waste

The Environment Agency generates sensitive waste containing protectively marked information in various formats, mostly paper.

The disposal options for this waste stream must meet the following:

- BS EN 15713:2009 secure destruction of confidential material – Code of practice which provides general advice on handling and disposal of sensitive waste
- The baseline objectives for the disposal and destruction of sensitive assets as outlined in the [May-2018\\_Government-Security-Classifications-2.pdf](#) ([publishing.service.gov.uk](http://publishing.service.gov.uk))

which provides more detailed guidance related to the different levels of protective marking for both information and physical assets. In particular assets marked 'OFFICIAL' or above should only be destroyed using equipment approved by the Security Equipment Assessment Panel (SEAP) – part of the Centre for the Protection of National Infrastructure (CPNI).

The Authority requests:

- It must be possible for an authorised person to visually confirm that their sensitive items have been destroyed.
- It must be possible for an authorised person or Environment Agency Contract Manager to witness the destruction process at the external destruction facility.

## Waste Collections

Waste collections shall be sustainably managed by the Contractor, to avoid unnecessary journeys. The Environment Agency premises have relevant waste exemptions in place with conditions relating to the maximum quantities of waste (by type) that can be stored during a given period. The scheduling of our waste collections should be planned in such a way as to remain mindful of our operational needs whilst not allowing the Environment Agency to exceed any exemption conditions relating to storage quantities at any time, through failure to collect and remove our waste. The current collection frequencies are guides only and the Contractor will be expected to recommend frequencies and the most suitable skip types and capacities to optimise efficiency and reduce transport requirements. Waste collections will be made at frequencies appropriate to the quantities and types of waste generated at each site. For regular waste streams, the Contractor will provide collection and exchange within 24 working hours from request being raised. Contact will be between the nominated contact from the Environment Agency and the contractor by email, or another agreed medium.

For additional works, the Contractor shall provide information regarding who will be making the collection and when it will take place within 24 hours of the request being received.

Deliveries/collections must take place within normal site working hours (Monday to Friday 08:30 to 18:00). Any visits beginning or ending outside of these hours must have been agreed with the nominated Environment Agency person at least 2 business days (48 hours) in advance.

The Contractor will provide drivers with minimum CTC-level security clearance for anyone entering the Thames Barrier site. Due to strict security procedures at Thames Barrier, the Environment Agency reserves the right to disallow Contractor's vehicle

and/or employee from attending any of its sites if the visit was not notified to the nominated Environment Agency representative or where there is an ongoing security-related incident unrelated to this visit.

Collections during normal working hours from Thames Barrier Compound  
Collections or deliveries at other TBAG sites or other waste types may be required and this will be agreed as the need arises. Such deliveries/collections will be pre-arranged with a nominated Environment Agency representative, who will attend to meet contractor on site

Due to the nature of work at Thames Barrier site, where collection/delivery needs assistance from a nominated Environment Agency staff, the service must occur within a 2-hour pre-defined window. This is to avoid situations where the Environment Agency's members of staff are prevented from carrying out other essential jobs on site because of waiting for the Contractor to arrive. The Environment Agency reserves the right to apply a £50/hour waiting time penalty if Environment Agency nominated staff are made to wait outside of this predefined time period.

The Contractor must give 24 hours' notice by telephone or email to the agreed Environment Agency nominated person prior to delivered/collections at any site.

### **Collections outside normal working hours (weekends/public holidays)**

At certain times, at key strategic sites, skip emptying/replacement may be required out of hours, at weekends or over public holidays. The Contractor will be notified, and suitable arrangements made by the Environment Agency at least 48 hours in advance, when this service is required and at which sites.

The recurring waste container exchange service may be implemented for part of this contract and the Contractor shall indicate the frequency of such service. The number of collections required on a site-by-site basis may be subject to change in the future. The Contractor will be allowed to requote for the variance in contract.

The upkeep of TBAG sites is maintained by Environment Agency's operational staff and our standards require it to be in overall clean condition. The Contractor will leave the site in an overall mint condition after collecting waste and is expected to collect any debris and spills created by the collection/delivery.

### **External Storage Containers and Signage**

The type of waste storage containers provided will be appropriate for the proposed waste.

Waste storage containers shall be in a serviceable condition and free from damage or corrosion, which could lead to waste escaping or injury to personnel using the containers. The Contractor remains responsible for any associated maintenance required on these waste storage containers, under PUWER (Provision and Use of Work Equipment Regulations 1998). The Contractor is responsible for replacing or removing containers if they are not fit for purpose as described above. If any repairs of broken Contractor's equipment are required to be done at TBAG sites, the repair servicemen will be required to hold a minimum CTC-level security clearance and Risk Assessment/Method Statement (RAMS) will be required to obtain suitable work permit. This will need to be agreed with nominated Environment Agency person.

The Environment Agency reserves the right to refuse vehicles and or skips onto site if they are poorly maintained and or present a potential pollution hazard. All costs of replacement services will be borne by the Contractor and must be supplied within two hours unless otherwise agreed. The Environment Agency reserves the right to reclaim any additional costs incurred by the delay. These may include but are not limited to staff time, travel costs, alternative arrangements, additional clean-up costs etc.

The Contractor is required to ensure appropriate bio-hazard control measures are in place for containers and vehicles used on sites close to water courses or containing potentially contaminated waste to prevent the spread of disease or invasive species.

The Environment Agency has adopted the "Recycle Now" brand signage/labelling for a consistent identity for its waste streams, Full guidelines governing the use of this iconography can be found at the Recycle Now website

<http://www.recyclenow.com/recycling-knowledge/packaging-symbols-explained>

The Contractor will provide waste receptacles with suitable signage for easy identification of waste and in keeping with existing signs.

### **Management of Waste Targets and the Environment Agency's Waste Hierarchy**

The TBAG sites achieved its target of 0% waste going to landfill. We are looking to continue this approach by the Contractor. We have implemented the following waste hierarchy, which we would like the Contractor to adhere to:

Our waste hierarchy currently is:

- **Prevention**

Prevention includes any action taken before something becomes waste to reduce. This could include using less material in the design and manufacture of products, keeping products for longer or re-using them before they become waste.

- **Preparing for re-use**

This includes checking, cleaning or repairing products and components that have become waste so they can be re-used for their original purpose without further processing.

- **Recycling**

Recycling is any recovery operation by which waste materials are reprocessed into products, materials or substances whether for the original or other purposes. It includes the reprocessing of organic material (such as composting if it is to quality protocol standards). It does not include energy recovery or reprocessing waste into materials that are to be used as fuels, or for backfilling operations like filling old mine works.

- **Other recovery**

This includes activities such as combustion or anaerobic digestion that produce fuels, heat, power or materials from waste. Backfilling operations also fall into this category.

- **Disposal**

Any activity that is not recovery, such as landfill or certain kinds of incineration.



This waste hierarchy may be updated at times, in accordance with current best practice guidelines as described by DEFRA and Government Guidelines. the Contractor shall ensure it complies with the most up to date guidelines throughout the duration of the contract.

The Contractor shall be able to offer guidance and advice on best methods for collecting and re-marketing/recycling and reducing the TBAG office-derived waste.

### **Waste Carriers**

The Contractor will ensure that anyone collecting TBAG waste is authorised to take it. This will mean they are either:

- A registered carrier of waste;
- Exempt from registration as a carrier of waste.

The Contractor will ensure checks are undertaken to establish whether their chosen waste carriers are authorised to collect our waste, prior to its transfer from the Environment Agency's custody, and will provide evidence of this. These checks must be carried out, as a minimum, on an annual basis or prior to any new waste contractor being appointed.

If the Contractor will be acting as the waste carrier themselves, they will provide evidence of their authorisation (Waste carrier Licence and Environmental Permit/Exemption) at the tender stage and annually thereafter (and within two weeks of a request being made by any Environment Agency nominated person or Site Responsible Officer). If all or some part of the proposed Contract will be fulfilled by appointed sub-contractors, the Contractor will additionally be required to provide relevant evidence of authorisation for proposed sub-contractor.

The waste carrier will ensure that they remain authorised to transport Environment Agency waste, at all times, and will ensure that they renew their licence promptly.

If at any time the waste carrier's licence is withdrawn or revoked, they must inform the Environment Agency Contract Manager immediately and cease any further movement of our waste, until they become authorised again.

The Contractor will be required to inform the Environment Agency in writing prior to any change in waste carrier and must receive written approval from the Environment Agency Contract Manager prior to any waste collections taking place. The Environment Agency reserves the right to prohibit the use of sub-contractors with poor compliance histories for this contract.

The Contractor's vehicles engines must be certified as meeting EURO VI standard for emissions according to EC Directive 2005/55/EC"

### **Environmental Permits and Waste Exemptions**

All facilities that receive Environment Agency waste must have an Environmental Permit to manage our waste, or an Exemption from having a permit that must be registered with the Environment Agency.

The Contractor must ensure checks are undertaken to establish whether their chosen disposal / recovery sites are suitably permitted to accept or treat the Environment Agency's waste, prior to its transfer, and will provide evidence of this. These checks must be carried out, as a minimum, on an annual basis or prior to any new waste management facility being utilised.

The Contractor shall inform the Environment Agency Contract Manager in writing prior to any change in waste management disposal / treatment facilities used prior to waste

being disposed of. The Environment Agency reserves the right to prohibit the use of facilities with poor compliance histories for this contract.

The Contractor must ensure that the different waste streams are transferred to facilities that best suit the waste type and the Environment Agency's operational requirements.

The Contractor must ensure that the receiving facilities remain permitted to receive the Environment Agency's waste throughout the duration of the contract. The Contractor shall provide the Environment Agency nominated person with evidence of these checks on an annual basis (and within two weeks of a request being made by any Environment Agency employee acting as a Site Responsible Officer).

If at any time the environmental permit or exemption is suspended, withdrawn, or revoked, the Contractor must inform the Environment Agency Contract Manager immediately and cease to receive our waste, until they become authorised again.

Where the Contractor is also the permit holder for the receiving facility(s), persistent permit infringements, suspension, revocation or withdrawal of the permit(s) may result in termination of the contract.

## Meeting (Waste) Legislative Requirements

Relevant waste management requirements include, but are not limited to:

- Environmental Protection Act 1990
- Environmental Permitting (England and Wales) Regulations 2016
- The Controlled Waste (Registration of Carriers and Seizure of Vehicles) Regulations 1991
- The Controlled Waste (England and Wales) Regulations 2012
- The Environmental Protection (Duty of Care) Regulations 1991 (and amendments)
- The Hazardous Waste (England and Wales) Regulations 2005
- Landfill Regulations 2002
- The Waste (England and Wales) Regulations 2011
- The Waste (England and Wales) Amendment Regulations 2014
- The Control of Asbestos Regulations 2012
- The Waste Electrical and Electronic Equipment (WEEE) Regulations 2013
- The List of Waste (England) (Amendment) Regulations 2005
- DEFRA Waste Duty of Care Code of Practice March 2016.

## Duty of Care

The requirements of Duty of Care (DoC) shall be met in full. Under Section 34 of the Environment Protection Act 1990 and Regulation 35 of the Waste (England and Wales) Regulations 2011, a "written information" describing the waste must be provided by the holder on the transfer of waste to another person.

A signed Waste Transfer Note (WTN) must be prepared prior to any non-hazardous waste removals from Environment Agency premises, for each waste stream at each site. It must include the following information:

- Waste carrier's licence details and full address
- a description of the waste (e.g. office paper)
- how the waste is contained or packaged (e.g. 1100 litre bin)
- the quantity of the waste (e.g. 20kg)
- the place, date and time of transfer
- the name and address of both parties
- details of the permit, license or exemption of the person receiving the waste
- the appropriate European Waste Catalogue (EWC) code for the waste (see Appendix 5) and;
- confirmation that the waste hierarchy in Regulation 12 of the Waste (England and Wales) Regulations 2011 has been applied, that is, every reasonable action has been taken to prevent, reuse, recycle or recover (in that order) the waste.

The Environment Agency's preference is to operate with season tickets for non-hazardous waste. If details change a new updated season ticket shall be required. Failure to ensure DoC is complied with may constitute an offence and will result in an escalation of contract management procedures and may result in invoice payments being withheld.

[Waste duty of care: code of practice \(accessible version\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/waste-duty-of-care-code-of-practice)

## Health, Safety & Wellbeing

The Environment Agency is committed to a high standard of Health and Safety for our own staff and the contractors we employ. The Contractor will be required to evidence a high standard of Health and Safety awareness and management both within your own organisation and of any sub-contractors you may use.

Ideally the Contractor should be members of a recognised accreditation scheme such as BS OHSAS 18001 or industry scheme e.g., Safe Contractor or similar and be able to evidence a strong safety record and commitment to continuous improvement.

It is the Contractor's responsibility to provide the Personal Protective Equipment (PPE) required to protect their employees in their duties and ensure any sub-contractors carry the same responsibility. The Environment Agency will not be responsible for any additional costs arising from the failure of either the Contractor or their sub-contractor to provide the correct equipment for the task to be undertaken.

The Contractor shall ensure that all staff employed for this contract have received the appropriate health and safety and professional training for their role. Training will be reviewed and updated as required during the contract term.

## Employment Policy

The Environment Agency pays all its permanent, temporary and agency staff the real living wage and is working towards achieving Real Living Wage accreditation. To achieve this accreditation, the Environment Agency will require all contractors to pay all staff (including sub-contractor staff) the Real Living Wage AND provide evidence of this to the Environment Agency upon request.



The Environment Agency is committed to ensuring that workers employed within its supply chains are treated fairly, humanely and equitably. The Environment Agency expects the Contractor to share this commitment and to understand any areas of risk associated with this and work to ensure they are meeting International Labour Standards. The Contractor shall ensure that it and its sub-contractors and its supply chain:

- comply with all relevant legislation relating to the employment of non-EU workers
- comply with the provisions of the Modern Slavery Act 2015
- pay staff fair wages (and pays its staff in the UK not less than the Living Wage Rate)
- Implement fair shift arrangements, providing sufficient gaps between shifts, adequate rest break and reasonable shift length, and other best practices for staff welfare and performance.

### Equality, Diversity and Inclusion

The Environment Agency's Diversity & Equality policy exceeds the requirements of the Equality Act - in particular, it focuses on creating and maintaining an organisation free from discrimination or harassment and where everyone is treated with fairness, dignity and respect and where inclusion is the norm.

The Environment Agency expects all its delivery partners including Contractors to take a similar approach to diversity and equality throughout their business operations.

The key objectives from the policy are as follows:

- People are treated as individuals with fairness and respect.
- Decisions that affect people's employment, development, and progression, are made on the basis of merit, ability and potential.
- We are committed to promoting diversity and equality in all our policies, procedures, processes and actions and to valuing the diversity of our workforce and the customers, partners and communities we interact and work with.
- We are committed to creating and maintaining an organisation free from discrimination or harassment and where everyone is treated with fairness, dignity and respect and where inclusion is the norm. - Discrimination, harassment, bullying or any other form of inappropriate behaviour against colleagues, customers or any individual in the course of our work will not be tolerated and will be managed under the disciplinary policy

### Lone working/Emergency Procedures

The Contractor shall provide details of the company's lone working policy and emergency procedures for its employees engaged in the delivery, collection, placing & removal of skips while on TBAG manned and unmanned premises. These may include sign in/sign out or call in/call out procedures.

## Management Information Required

The Contractor is required to provide monthly management information. The information shall be available within one week of the end of each calendar month and submitted directly to the Environment Agency Contract Manager, and any other agreed Environment Agency contacts, via e-mail. The Contractor may additionally provide the data online, for access by agreed Environment Agency contacts.

The Environment Agency is required to report on a number of sustainability measures. The Contractor must provide the following data in Microsoft Excel format, in order for us to accurately report on our waste, and allow us to set future targets:

- Weight of total waste produced per site / per month (in kilograms)
- Weight of total non-hazardous waste produced per site / per month (in Kg)
- Weight of total hazardous waste produced per site / per month (in Kg)
- Weight of residual office waste sent to materials recovery facilities (MRF) per site / per month (in Kg)
- Weight of waste rejected for recycling / recovery per site / per month (in Kg)
- Mileage for waste movements per month (and where possible relevant Carbon footprint)
- Evidence (annually and upon request) of waste carrier licence checks
- Evidence (annually and upon request) of environmental permit / exemption checks
- Monthly details of core recyclables sent for recovery, broken down by the type of destination facility:
  - Total weight of waste reused externally per site / per month (in Kg)
  - Total weight of waste sent for recycling per site / per month (in Kg)
  - Total weight of waste sent for composting per site / per month (in Kg)
  - Total weight of waste sent to incineration plants with energy recovery per site / per month (in Kg)
  - Total weight of waste sent to incineration plants without energy recovery per site / per month (in Kg)

Waste Management information for Environment Agency sites must be maintained and updated throughout the duration of the contract. The following information must be provided at least 6-monthly for all Environment Agency sites under the contract:

- Environment Agency site name and location;
- A description of the waste (e.g. office paper);
- Associated European Waste Code (EWC);
- Number of associated containers (e.g. 2 bins);
- Type and capacity of the containers (e.g. 1,100 litres);
- Quantity of the waste (e.g. 20kg);
- Frequency of collection (e.g. once per week);
- Service provider name and address;
- Waste Carrier Licence number (WCL);
- Waste Management Licence number (WML);
- Environmental Permit number (EPR) or registered exemption reference; and
- Details of the end waste facility.

## Supply Chain Environmental Data

Delivery of this contract is considered to have a high environmental impact for the Environment Agency. The Contractor may therefore be required to supply and verify environmental data linked to its supply chain impacts e.g., carbon footprint, when



requested by either the Environment Agency or its named external party. The data requests and analyses may be managed by the Environment Agency or the external party.

Participating in this analysis will enable the Contractor to see its major impacts and help it to set action plans to reduce the impacts and deliver efficiencies over the course of the framework. This also enables the Environment Agency to monitor and reduce the impact of its own supply chain which is a corporate target.

### **Inflation**

Where the Charges are stated to be "subject to indexation" they shall be adjusted in line with changes in the Consumer Price Index ("CPI"). Any increase will be capped at 10%, if CPI is lower than 10% then any increase will be in line with the current CPI rate. If an increase above 10% is requested it shall require justification and demonstration of a relevant higher CPI rate. In this instance a pain share mechanism split on a 50/50 basis of the value between 10% and the CPI rate will be shared between the Authority and Contractor.

### **Social value**

The Environment Agency will be looking for confidence that the delivery partner has considered the impact of its business operations and promotes the delivery of social benefits in communities to provide Social Value. The contractor should consider the Themes and Outcomes set out in Annex A of Procurement Policy Note 06/20.

The contractor is required to demonstrate social equity outcomes.

### **Social Equity**

The Environment Agency has identified the following as social equity requirements:

- Tackling economic inequality
- Improving labour standards and poor working conditions
- Elimination of unfair working practices

In addition the Contractor shall demonstrate where they have created benefits to the community through Social Value initiatives.

### **Business Continuity/ Disaster Recovery**

The Contractor shall develop a Business Continuity Plan which shall set out the arrangements that are to be invoked to ensure continuity of the services in the event of a failure or a disruption to the services. The plan shall detail alternative processes, options and responsibilities that may be adopted in the event of a failure or disruption to the services. The plan shall be provided to the Environment Agency Contract Manager for review within 6 weeks of Contract award. If required, the Contractor will work with the Environment Agency Contract Manager to develop or amend the plan until it is acceptable to both parties.

## Continuous Improvement

The Contractor must adopt a policy of continuous improvement and shall identify new or potential improvements to the provision of the services with a view to reducing the Environment Agency Contract Manager's costs (including the Charges) and/or improving the quality and efficiency of the services and their supply.

## Mobilisation/transition

The Contractor will develop a plan detailing how the services will be onboarded following Contract Award. The Contractor is required to work cooperatively and in partnership with the Environment Agency Contract Manager and incumbent supplier to understand the scope of Services to ensure a mutually beneficial handover of the Services. The Contractor shall work with the incumbent supplier and Environment Agency Contract Manager to assess the scope of the Services and prepare a plan which demonstrates how they will mobilise the Services; liaise with the incumbent Supplier to enable the full completion of the mobilisation activities; and produce an implementation plan, to be agreed by the Environment Agency Contract Manager, for carrying out the requirements within the Implementation Period including, key Milestones and dependencies.

## Exit management

The Contractor will work with the Environment Agency following expiry of the contract. Where a new supplier is identified to provide the future services, the Contractor will work cooperatively and in partnership with the Environment Agency Contract Manager and proposed future supplier to ensure a mutually beneficial handover of the Services.

## Contractor Performance Measures

Performance measures and targets will be set with the Contractor following award at a Contract start up meeting. Performance measures will be reviewed every 6 months throughout the duration of the contract. Suggested Key Performance Indicators (KPI) to be included in the contract are detailed below. The final KPI's will be agreed with the Contractor after contract award.

| <b>Key Performance Indicators (KPI's) applicable to our Specification</b>                      |                     |                                 |                                    |
|--|---------------------|---------------------------------|------------------------------------|
| <b>What performance will be measured</b>   | <b>Measured By?</b> | <b>Frequency of Measurement</b> | <b>Expected Outcomes / Targets</b> |
| Customer Satisfaction  | Client              | Monthly                         | 95%                                |
| Client Satisfaction – number of client requests submitted vs. completed within 24 h (weekdays) | Client              | Quarterly                       | 95%                                |
| Client Satisfaction – number of client complaints and their satisfactory disposition           | Client              | Quarterly                       | 95%                                |
| Compliance with contract service standards   | Contractor          | Monthly                         | 100%                               |
| Service delivered as within timescales required by contract specification                      | Client              | Monthly                         | 95%                                |
| Attendance to ad-hoc requests within 2 hours   | Client              | Monthly                         | 95%                                |
| Regular review and monitoring of Health & Safety procedures and standards                      | Contractor          | Monthly                         | 95%                                |
| Monthly invoices submitted as per contract requirements  | Client              | Quarterly                       | 95%                                |
| Monthly reports submitted as per contract requirements   | Client              | Quarterly                       | 95%                                |
| Duty of Care paperwork submitted correct and within legally compliant timescale                | Client              | Quarterly                       | 98%                                |
| Regular Quality Audits identifying if a particular service or task needs improvement           | Contractor          | Quarterly                       | 98%                                |
| Safety - number of near misses and reportable incidents actioned by the service provider       | Contractor          | Quarterly                       | 98%                                |

END

## Annex 3 – Charges

Defined terms within this Annex:

**E-Invoicing:** Means invoices created on or submitted to the Authority via the electronic marketplace service.

**Electronic Invoice:** Means an invoice (generally in PDF file format) issued by the Supplier and received by the Authority using electronic means, generally email

### 1. How Charges are calculated

#### 1.1 The Charges:

1.1.1 shall be calculated in accordance with the terms of this Annex 3; and the Pricing Schedule

1.1.2 cannot be increased except as specifically permitted by this Annex.

1.2 Any variation to the Charges payable under the Contract must be agreed between the Supplier and the Authority and implemented using the procedure set out in this Annex.

### 2. Are costs and expenses included in the Charges

2.1 Except as expressly set out in Paragraph 3 below, the Charges shall include all costs and expenses relating to the provision of Deliverables. No further amounts shall be payable in respect of matters such as:

2.1.1 incidental expenses such as travel, subsistence and lodging, document or report reproduction, shipping, desktop or office equipment costs, network or data interchange costs or other telecommunications charges; or

2.1.2 costs incurred prior to the commencement of the Contract.

### 3. When the Supplier can ask to change the Charges

3.1 The Charges will be fixed for the first 2 years following the Start Date (the date of expiry of such period is a "**Review Date**"). After this Charges can only be adjusted on each following yearly anniversary (the date of each such anniversary is also a "Review Date").

3.2 The Supplier shall give the Authority at least three (3) Months' notice in writing prior to a Review Date where it wants to request an increase. If the Supplier does not give notice in time then it will only be able to request an increase prior to the next Review Date.

3.3 Any notice requesting an increase shall include:

3.3.1 a list of the Charges to be reviewed;

3.3.2 for each of the Charges under review, written evidence of the justification for the requested increase.

#### **4. When the Charges are linked to inflation**

4.1 Where the Charges are stated to be "subject to indexation" they shall be adjusted in line with changes in the Consumer Price Index ("CPI"). Any increase will be capped at 10%, if CPI is lower than 10% then any increase will be in line with the current CPI rate. If an increase above 10% is requested it shall require justification and demonstration of a relevant higher CPI rate. In this instance a pain share mechanism split on a 50/50 basis of the value between 10% and the CPI rate will be shared between the Authority and Contractor.

4.2 All other costs, expenses, fees and charges shall not be adjusted to take account of any inflation, change to exchange rate, change to interest rate or any other factor or element which might otherwise increase the cost to the Supplier

4.3 Charges shall not be indexed during the first 2 years following the Start Date.

4.4 Where paragraph 5 states that a Charge is subject to indexation then it will be indexed on the date which is 2 years after the Start Date and on each anniversary of such date (in each case the "Review Date") to reflect the percentage change in the CPI in the 12 months. The Charge will be indexed using the most recently published CPI figure on the Review Date. [If the percentage change in the CPI is negative on any Review Date, there will be no change to the Charge.]

Where the CPI Index:

4.4.1 used to carry out an indexation calculation is updated then the indexation calculation shall also be updated unless the Authority and the Supplier agree otherwise;

4.4.2 is no longer published or no longer consider appropriate by the Authority acting reasonably, the Authority and the Supplier shall agree a fair and reasonable replacement.

## 5. Rates and Prices

### Thames Barrier & Associated Sites – Waste Management - Pricing Schedule

| Appendix - Rates Schedule | Contractor Name:      |
|---------------------------|-----------------------|
| Thames Barrier            | Bywaters (Leyton) Ltd |
| 1. Contract Rates         |                       |

Table 1.1 Price Per Exchange including disposal

| Container / Waste Stream              | Waste Stream        |                            |                            |                  |   |              |              |                          |
|---------------------------------------|---------------------|----------------------------|----------------------------|------------------|---|--------------|--------------|--------------------------|
|                                       | Bulky General Waste | General Waste (Black bags) | Mixed Metals <10% NonMetal | Mixed Recycling* | General Construction and Demolition Waste (NO ASBESTOS)** | Glass        | Food Waste   | Confidential Paper waste |
| 12 Cu yd Open Skip                    | £ [REDACTED]        | £ [REDACTED]               | £ [REDACTED]               |                  | £ [REDACTED]  |              |              |                          |
| 12 Cu yd Enclosed Skip                |                     | £ [REDACTED]               | £ [REDACTED]               |                  | £ [REDACTED]  |              |              |                          |
| 14 cu yd compactor skip               |                     |                            |                            | £ [REDACTED]     |   |              |              |                          |
| 20 Cu yd Open RoRo                    | £ [REDACTED]        |                            |                            |                  | £ [REDACTED]  |              |              |                          |
| 40 Cu yd Open RoRo                    |                     |                            |                            |                  |   |              |              |                          |
| 240L Wheelie Bin                      |                     |                            |                            |                  | N/A   | £ [REDACTED] | £ [REDACTED] |                          |
| 1100L wheeled lidded container        |                     | £ [REDACTED]               |                            | £ [REDACTED]     |   |              |              |                          |
| 1100L wheeled lidded locked container |                     |                            |                            |                  |   |              |              | £ [REDACTED]             |

Table 1.2 Price for disposal (Per Tonne)

| Table 1.2 Price for disposal (Per Tonne) |       | Waste Stream        |                            |                            |                 |   |       |            |                          |
|--|-------|---------------------|----------------------------|----------------------------|-----------------|---|-------|------------|--------------------------|
| Container                                |       | Bulky General Waste | General Waste (Black bags) | Mixed Metals <10% NonMetal | Mixed Recycling | General Construction and Demolition Waste (NO ASBESTOS) | Glass | Food Waste | Confidential Paper waste |
| 12 - 40 cu yard                          | Tonne | £ [REDACTED]        | £ [REDACTED]               | [REDACTED]                 | £ [REDACTED]    | £ [REDACTED]  |       |            |                          |
| 50L - 1100L container                    | Tonne |                     |                            |                            |                 |   | £ -   | £ -        | £ -                      |

Table 1.3 Price for Container Rental Only (including haulage, )

| Container Size  | Quant | Unit | Rate / month | Price        | Comments   |
|---|-------|------|--------------|--------------|--|
| 240L Wheelie Bin  | 24    | each | £ [REDACTED] | £ [REDACTED] | Quantities used in this table are assumptions only for this tender process |
| 1100L Wheeled container                                       | 24    | each | £ [REDACTED] | £ [REDACTED] |  |
| 1000L IBC container   | 12    | each | £ [REDACTED] | £ [REDACTED] |  |
| 205L Drum   | 12    | each | £ [REDACTED] | £ [REDACTED] |  |
| 50 Ltr container  | 24    | each | £ [REDACTED] | £ [REDACTED] |  |
| WEEE Pallet   | 12    | each | £ [REDACTED] | £ [REDACTED] |  |
| 1100 L Locable wheeled container for Confidential paper waste | 12    | each | £ [REDACTED] | £ [REDACTED] |  |
|   |       | each | £ [REDACTED] | £ [REDACTED] |  |

Note: 660 L Container

Total: Table 1.4 for Container Rental [REDACTED] / Annum

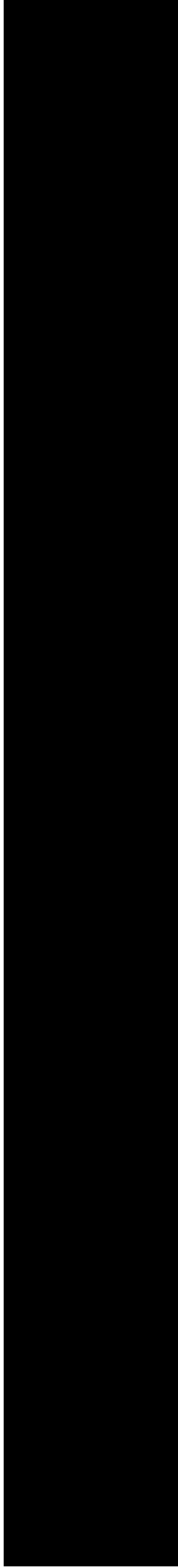
**Table 1.4 Hazardous Waste and WEEE Waste**

| Container                     | Description  | Assumptions  | Price per collection | Disposal Price per Kg / Gallon |
|-------------------------------|--|--|----------------------|--------------------------------|
| 205 Ltr Drum                  | Mixed Special (aerosol cans, used grease cans, lubricant cans etc.); Examples: 13 02 05*, 08 01 11*, 13 07 03*, 16 01 13*, 08 03 12*               | Nil free flowing liquid, nil undeclared contamination. Nil PCBs max weight 20 kg subject to pre acceptance | £ [REDACTED]         | £ [REDACTED]                   |
| 205 Ltr Drum                  | Paints and Adhesives (used paint cans & used aerosol adhesive cans, solvent cans); Examples: 13 02 05*, 08 01 11*, 13 07 03*, 16 01 13*, 08 03 12* | Nil free flowing liquid, nil undeclared contamination. Nil PCBs max weight 20 kg subject to pre acceptance | £ [REDACTED]         | £ [REDACTED]                   |
| 240 Litre Wheeled bin         | Ni Cad Batteries and Lead/Acid Batteries   | no Alkaline max weight 25 kg   | £ [REDACTED]         | £ [REDACTED]                   |
| 50 Litre Drum                 | Alkaline Batteries   | Nil mixed batteries, max weight 25 kg  | £ [REDACTED]         | £ [REDACTED]                   |
| 600L lidded plastic container | Fluorescent and LED tubes  | All items securely stacked for transport. Max weight 100kg   | £ [REDACTED]         | £ -                            |
| Pallet                        | WEEE Non Haz (WEEE (discarded equipment other than hazardous))   | All items securely stacked shrink wrapped for transport Max weight 100kg                                   | £ [REDACTED]         | £ -                            |
| 600L lidded plastic container | WEEE Hazardous (equipment components, discarded machines and goods containing CFCs etc.)   | All items securely stacked for transport. Max weight 100kg   | £ [REDACTED]         | £ -                            |
| 1000L IBC container           | Waste Oil 13 02 06*  | max 250 gallons  | £ [REDACTED]         | £ [REDACTED]                   |




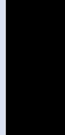



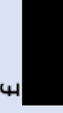








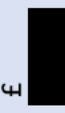

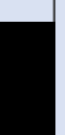





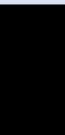


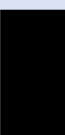

|   |  |                         |   |   |
|---|--|-------------------------|---|---|
| 1000L IBC container                             | Antifreeze 16 01 14*   | max 250 gallons         | £ | £ |
| 1000L IBC container                             | Mixed Special Oily Waste<br>(mixed water with: oils, diesels,<br>solvents, lubricating oils) 13 02 06* | max 250 gallons         | £ | £ |
| 1100L wheeled container                         | Oily Waste (oily rags, oily PPE)<br>15 02 02*  | max 100kg               | £ | £ |
| Consignment Note                                |  | Per site per collection | £ | # |
|   |  |                         | £ | £ |
| Total :Table 1.5 Hazardous Waste and WEEE Waste |  |                         |   |   |
|   |  |                         | £ | £ |

| Table 1.5 Fees/Rebates (Part A)                      |        |  |
|--|--------|--|
| Rebate % for scrap metal recovery (% returned to EA) | Rate % | Comments   |
|  |        | For this tender exercise based on 10 tonne at a rate of [redacted] tonne |



Sensitive Commercial Information

| Appendix C Rates Schedule   |          | Bywaters (Leyton) Ltd           |                            |          |                        |                                      |                                    |                                   |
|---|----------|---------------------------------|----------------------------|----------|------------------------|--------------------------------------|------------------------------------|-----------------------------------|
| 2. Operational Waste Fixed Site Skip Requirements   |          |                                 |                            |          |                        |                                      |                                    |                                   |
| Estimated annual cost calculation for evaluation purposes based on proposed rates in worksheet 1. |          |                                 |                            |          |                        |                                      |                                    |                                   |
|   |          |                                 |                            |          | Open/enclosed std skip |                                      |                                    |                                   |
| EA Site Name  | Postcode | Required Skip Type/ Cu Capacity | Waste Type                 | Quantity | Expected Annual Usage  | Single Exchange inc waste dsposal -£ | Exchange inc Tonnage per annum - £ | Special Instructions/ Constraints |
| Thames Barrier Depot  |          | 12 Cu yd Open Skip              | Bulky General Waste        | 1        | 6                      | £                                    | £                                  |                                   |
| Thames Barrier Depot  |          | 12 Cu yd Enclosed Skip          | General Waste (Black bags) | 1        | 12                     | £                                    | £                                  |                                   |
| Thames Barrier Depot  |          | 12 Cu yd Open Skip              | Mixed Metals               | 1        | 4                      | £                                    | £                                  | No metal lids, only plastic       |
| Thames Barrier Depot  |          | 14 cu yd compactor skip         | Mixed Recycling            | 1        | 12                     | £                                    | £                                  |                                   |
| Thames Barrier Depot  |          | 239 wheelie bin                 | Glass                      | 1        | 6                      | £                                    | £                                  |                                   |
| Thames Barrier Depot  |          | 240 wheelie bin                 | Food Waste                 | 1        | 24                     | £                                    | £                                  |                                   |

|                      |   |                                       |   |   |   |   |   |  |
|----------------------|---|---------------------------------------|---|---|---|---|---|--|
| Thames Barrier Depot |    | 1100L wheeled lidded locked container | Confidential Paper  | 1 | 4 | £    | £    |  |
| Thames Barrier Depot |    | 12 Cu yd Open Skip                    | General Construction and Demolition Waste (NO ASBESTOS)                           | 2 | 4 | £    | £    |  |
| Thames Barrier Depot |    | 205 Ltr Drum                          | Mixed Special (aerosol cans, used grease cans, lubricant cans etc.)               | 1 | 4 | £    | £    |  |
| Thames Barrier Depot |    | 205 Ltr Drum                          | Paints and Adhesives (used paint cans & used aerosol adhesive cans, solvent cans) | 1 | 4 | £    | £    |  |
| Thames Barrier Depot |    | 240 Litre Wheeled bin                 | Ni Cad Batteries and Lead/Acid Batteries  | 1 | 2 | £    | £    |  |
| Thames Barrier Depot |    | 50 Litre Drum                         | Alkaline Batteries  | 1 | 2 | £    | £    |  |
| Thames Barrier Depot |    | 600L lidded plastic WEEE container    | Fluorescent and LED tubes   | 1 | 2 | £    | £    |  |
| Thames Barrier Depot |  | 600L lidded plastic WEEE container    | WEEE Non Haz (WEEE (discarded equipment other than hazardous)                     | 2 | 4 | £  | £  | Presently there is a weight restriction on an access bridge, which means skips cannot be delivered/emptied |
| Thames Barrier Depot |  | WEEE pallet                           | WEEE Hazardous (equipment components, discarded machines and goods                | 1 | 6 | £  | £  | Padlock Access - Off Road reverse to site  |

|                           |            |                         | containing CFCs etc.)  |   |    |              |              |  |  |  |  |  |  |
|---------------------------|------------|-------------------------|--|---|----|--------------|--------------|--|--|--|--|--|--|
| Thames Barrier Depot      | [REDACTED] | 1000L IBC container     | Waste Oil 13 02 06*  | 1 | 4  | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  | Intercom at gates                                    |
| Thames Barrier Depot      | [REDACTED] | 1000L IBC container     | Antifreeze 16 01 14*   | 1 | 1  | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  |  |
| Thames Barrier Depot      | [REDACTED] | 1000L IBC container     | Mixed Special Oily Waste (mixed water with: oils, diesels, solvents, lubricating oils) 13 02 06* | 1 | 4  | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  | Padlock Access                                       |
| Thames Barrier Depot      | [REDACTED] | 1100L wheeled container | Oily Waste (oily rags, oily PPE) 15 02 02*   | 2 | 6  | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  | Speed limit over access bridge.<br>Coded gate entry. |
| Thames Barrier Café       | [REDACTED] | 1100L wheeled container | General Waste (Black bags)   | 1 | 4  | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  | Locked Gate  |
| Thames Barrier Café       | [REDACTED] | 1100L wheeled container | Mixed Recycling  | 1 | 12 | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  |  |
| Thames Barrier Café       | [REDACTED] | 240 Litre Wheeled bin   | Glass  | 1 | 4  | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  | Locked Gate  |
| Thames Barrier Café       | [REDACTED] | 240 Litre Wheeled bin   | Food Waste   | 1 | 12 | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  | SECURE COMPOUND                                      |
| Thames Barrier North Bank | [REDACTED] | 20 Cu yd Open RoRo      | General Construction and Demolition Waste (NO ASBESTOS)  | 2 | 8  | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  | Locked EA compound                                   |
| Thames Barrier North Bank | [REDACTED] | 12 Cu yd Open Skip      | Bulky General Waste  | 1 | 6  | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  | Coded Gate entry                                     |
| Barking Barrier           | [REDACTED] | 20 Cu yd Open RoRo      | General Construction and Demolition Waste (NO ASBESTOS)  | 2 | 4  | £ [REDACTED] | £ [REDACTED] |  |  |  |  |  |  |

|                  |  |                       | ASBESTOS)   |   |   |   |   |  |  |
|------------------|--|-----------------------|---|---|---|---|---|--|--|
| Barking Barrier  |  | 12 Cu yd<br>Open Skip | Bulky General Waste   | 1 | 4 | £ | £ | Locked EA<br>compound                      |  |
| Dartford Barrier |  | 20 Cu yd<br>Open RoRo | General Construction and<br>Demolition Waste (NO<br>ASBESTOS) | 1 | 4 | £ | £ | Locked gate<br>outside of office<br>hours. |  |
| Dartford Barrier |  | 12 Cu yd<br>Open Skip | Bulky General Waste   | 1 | 4 | £ | £ |  |  |
| TOTAL            |  |                       |   |   |   |   |   |  |  |

**Table 3.1 Ad-Hoc services and indicative annual service**

| Container        | Description                       | assumed container capacity              | EA site name     | Postcode | Price per collection | Price per container disposal | expected annual usage | price per annum |
|------------------|-----------------------------------|---|------------------|----------|----------------------|------------------------------|-----------------------|-----------------|
| Pumping out      | Sewage and Cesspit Waste 16 10 02 | per site per collection of 3000 gallons | Barking Barrier  |          | £                    | £ -                          | 4                     | £               |
| Pumping out      | Sewage and Cesspit Waste 16 10 02 | per site per collection of 3000 gallons | Dartford Barrier |          | £                    | £ -                          | 4                     | £               |
| Pumping out      | Sewage and Cesspit Waste 16 10 02 | per site per collection of 3000 gallons | KGV Dock         |          | £                    | £ -                          | 4                     | £               |
| Pumping out      | Oil Interceptor Sludges 13 05 07* | per site per collection of 3000 gallons | KGV Dock         |          | £                    | £ -                          | 2                     | £               |
| Pumping out      | Oil Interceptor Sludges 13 05 07* | per site per collection of 3000 gallons | Thames Barrier   |          | £                    | £ -                          | 1                     | £               |
| Consignment Note |                                   | Per site per collection                 |                  |          | £                    |                              | 20                    | £               |
| Total            |                                   |   |                  |          |                      |                              |                       | £               |

## **6. Currency**

All Supplier invoices shall be expressed in sterling or such other currency as shall be permitted by the Authority in writing.

## **7. Variations**

The Authority may make reasonable changes to its invoicing requirements during the Term after providing 30 calendar days written notice to the Supplier.

## **8. Electronic Invoicing**

- 8.1 The Authority shall accept for processing any electronic invoice that it is valid, undisputed and complies with the requirements of the Authority's e-invoicing system:
- 8.2 The Supplier shall ensure that each invoice is submitted in a PDF format and contains the following information:
  - 8.2.1 the date of the invoice;
  - 8.2.2 a unique invoice number;
  - 8.2.3 the period to which the relevant Charge(s) relate;
  - 8.2.4 the correct reference for the Contract
  - 8.2.5 a valid Purchase Order Number;
  - 8.2.6 the dates between which the Deliverables subject of each of the Charges detailed on the invoice were performed;
  - 8.2.7 a description of the Deliverables;
  - 8.2.8 the pricing mechanism used to calculate the Charges (such as fixed price, time and materials);
  - 8.2.9 the total Charges gross and net of any applicable deductions and, separately, the amount of any reimbursable expenses properly chargeable to the Authority under the terms of this Contract, and, separately, any VAT or other sales tax payable in respect of each of the same, charged at the prevailing rate;
  - 8.2.10 a contact name and telephone number of a responsible person in the Supplier's finance department and/or contract manager in the event of administrative queries; and

- 8.2.11 the banking details for payment to the Supplier via electronic transfer of funds (i.e. name and address of bank, sort code, account name and number);
- 8.3 The Supplier shall submit all invoices and any requested supporting documentation through the Authority's e-invoicing system or if that is not possible to: **EA** Shared Services Connected Ltd, PO Box 797, Newport, Gwent, NP10 8FZ; with a copy (again including any supporting documentation) to such other person and at such place as the Authority may notify to the Supplier from time to time.
- 8.4 Invoices submitted electronically will not be processed if:
  - 8.4.1 The electronic submission exceeds 4mb in size
  - 8.4.2 Is not submitted in a PDF formatted document
  - 8.4.3 Multiple invoices are submitted in one PDF formatted document
  - 8.4.4 The formatted PDF is "Password Protected"

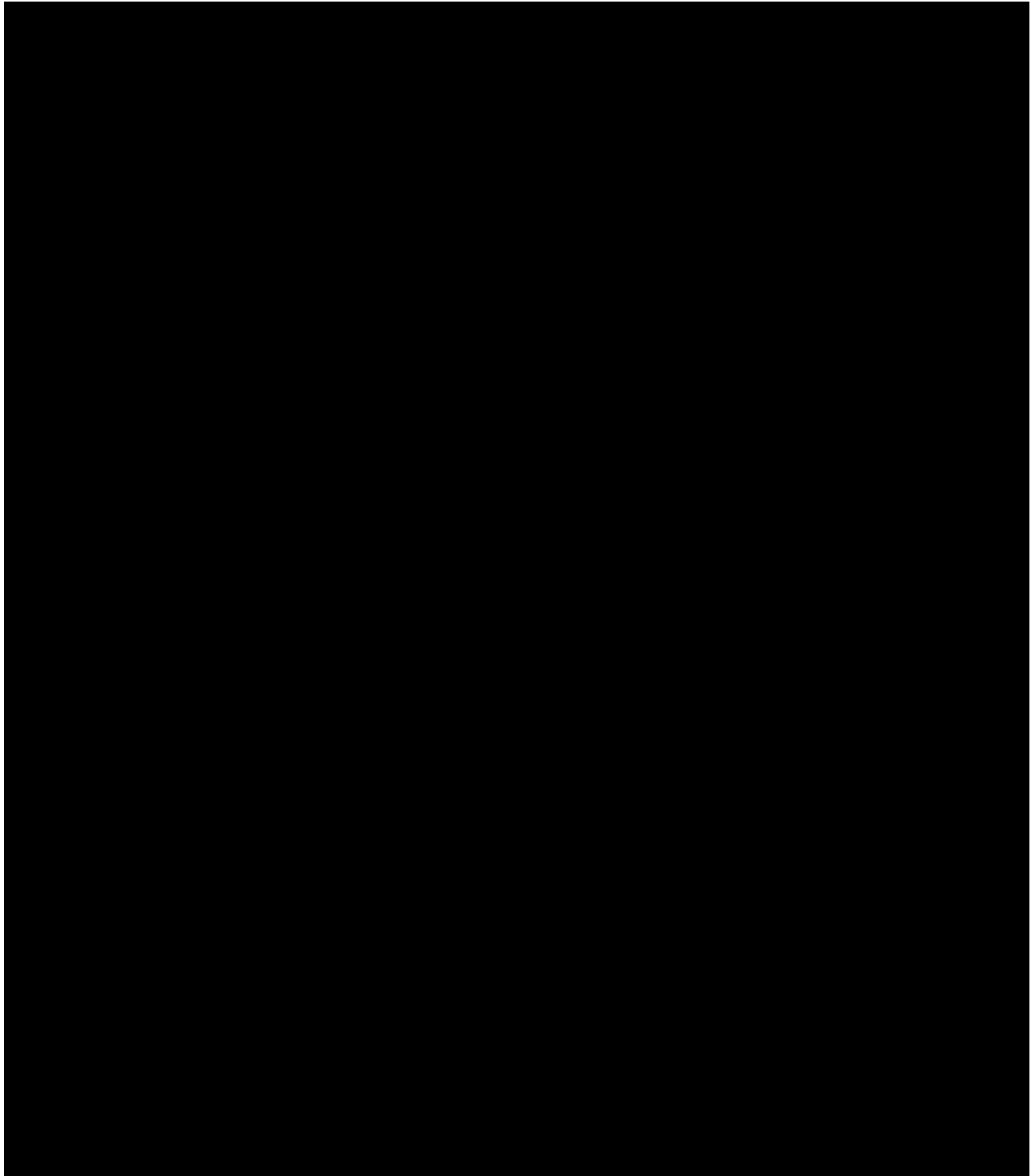


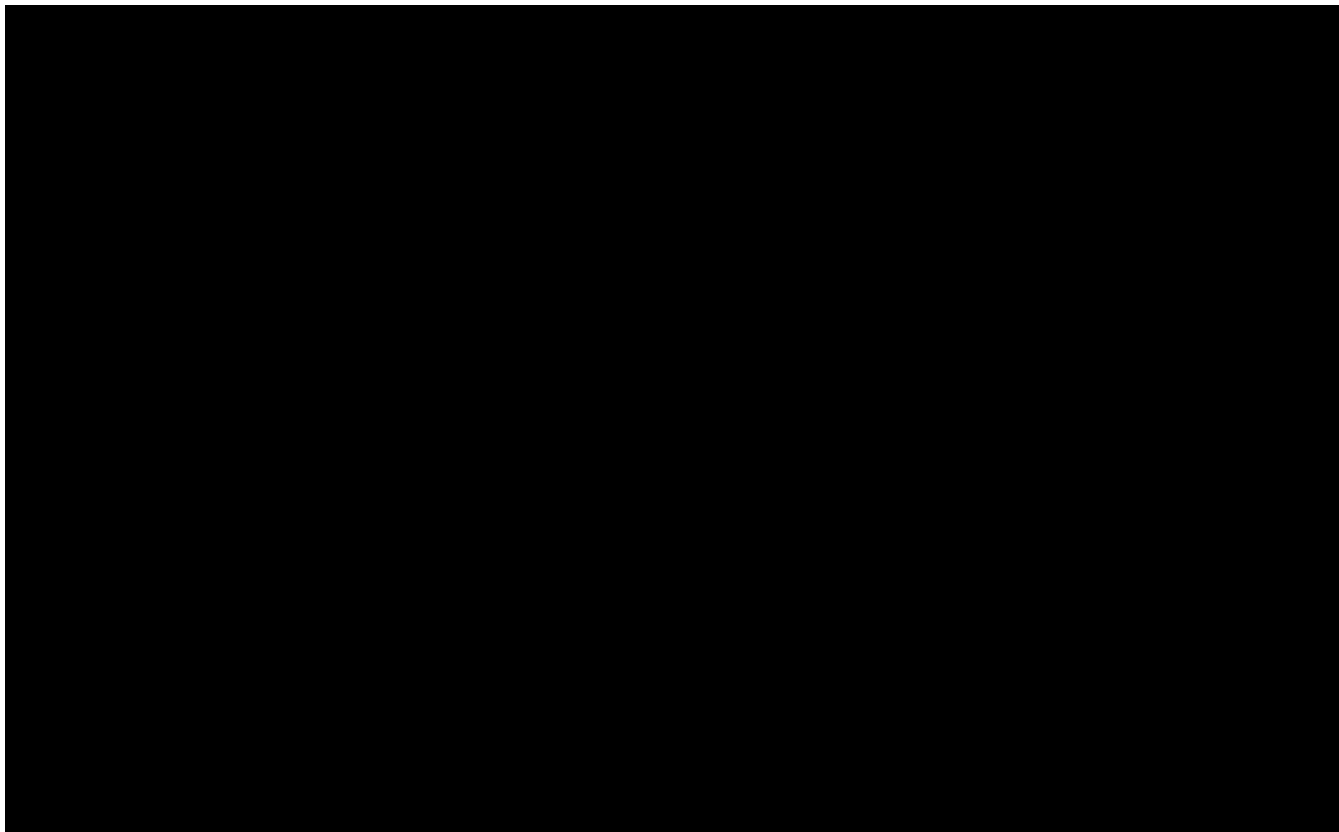
## Annex 4 – Tender Submission

Environment Agency C19677 Thames Barrier and Associated Sites Waste Management Tender  
Bywaters (Leyton) Ltd Tender Response 15<sup>th</sup> August 2023

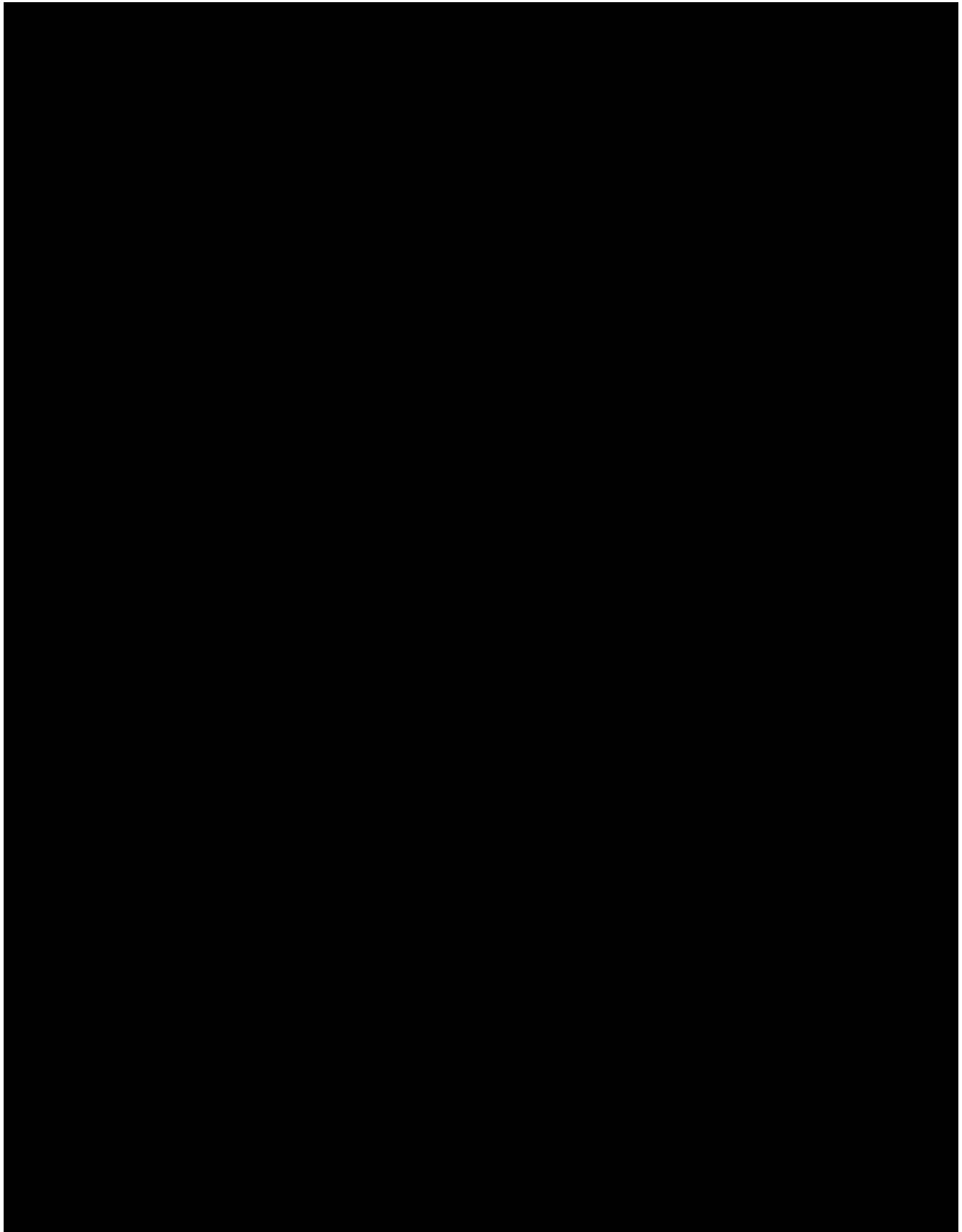
### 1.1 Technical Envelope Section 02 Methodology

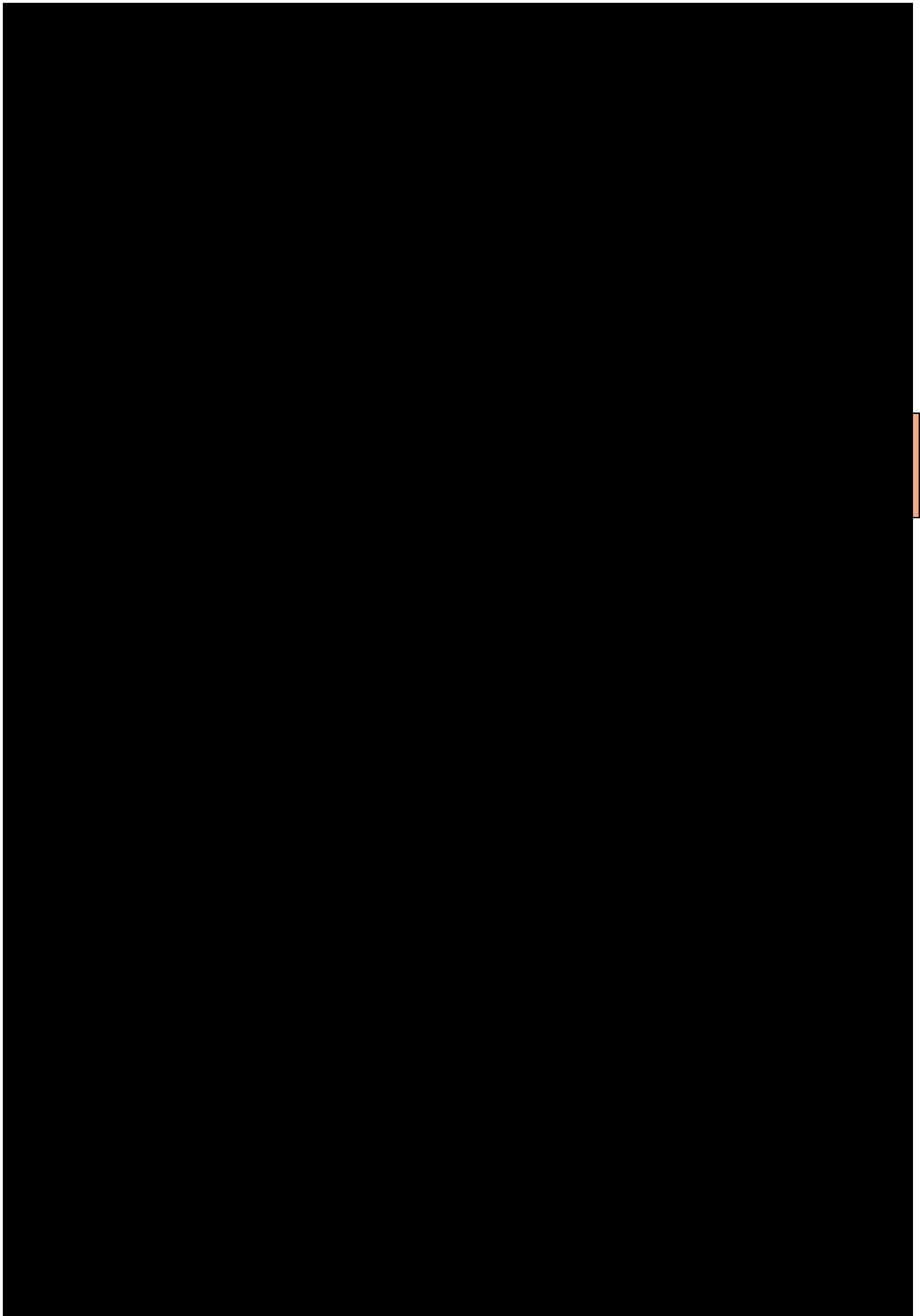
### 1.2 Supplier to provide a mobilisation plan including handover and a brief description of its proposed exit management plan.

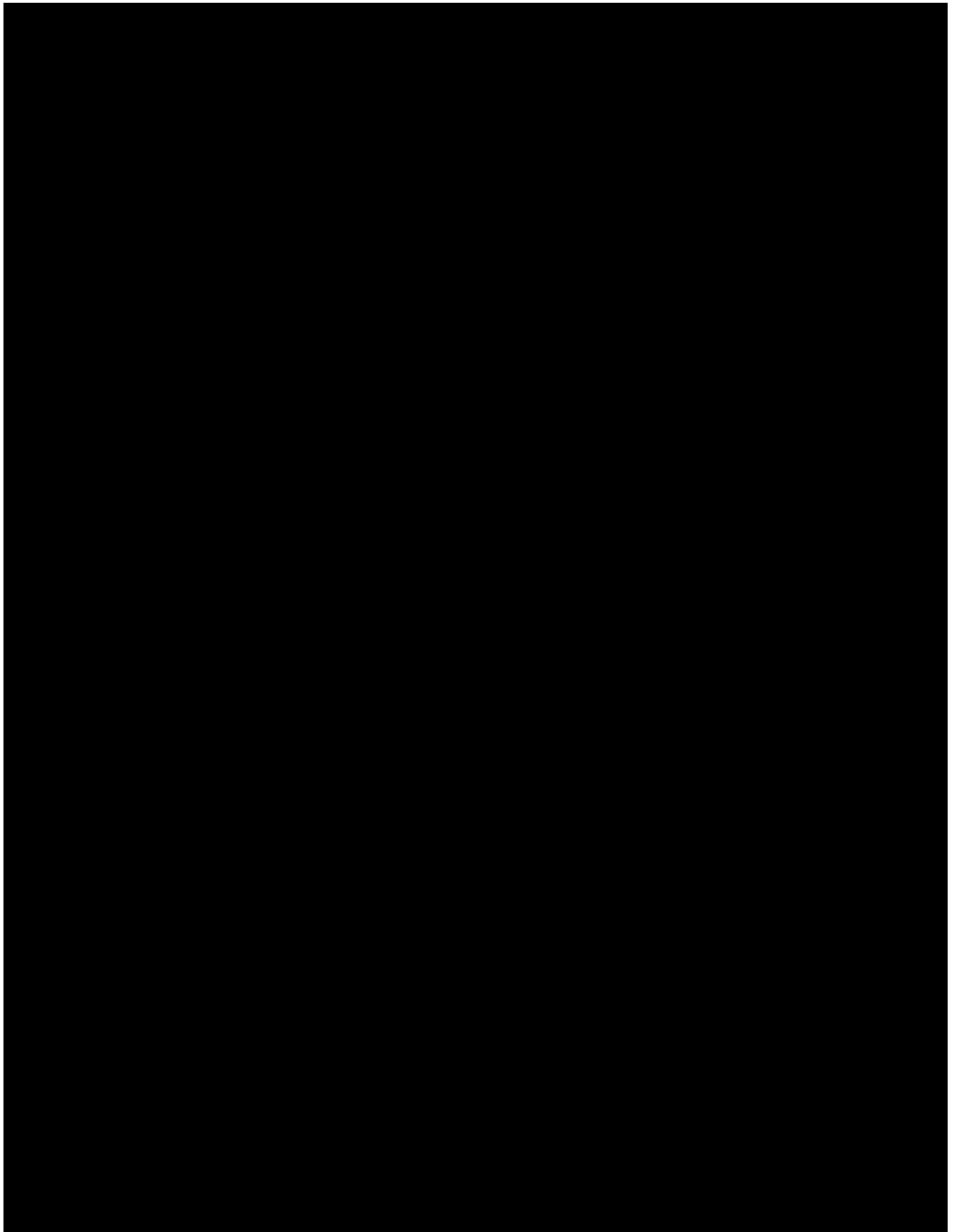


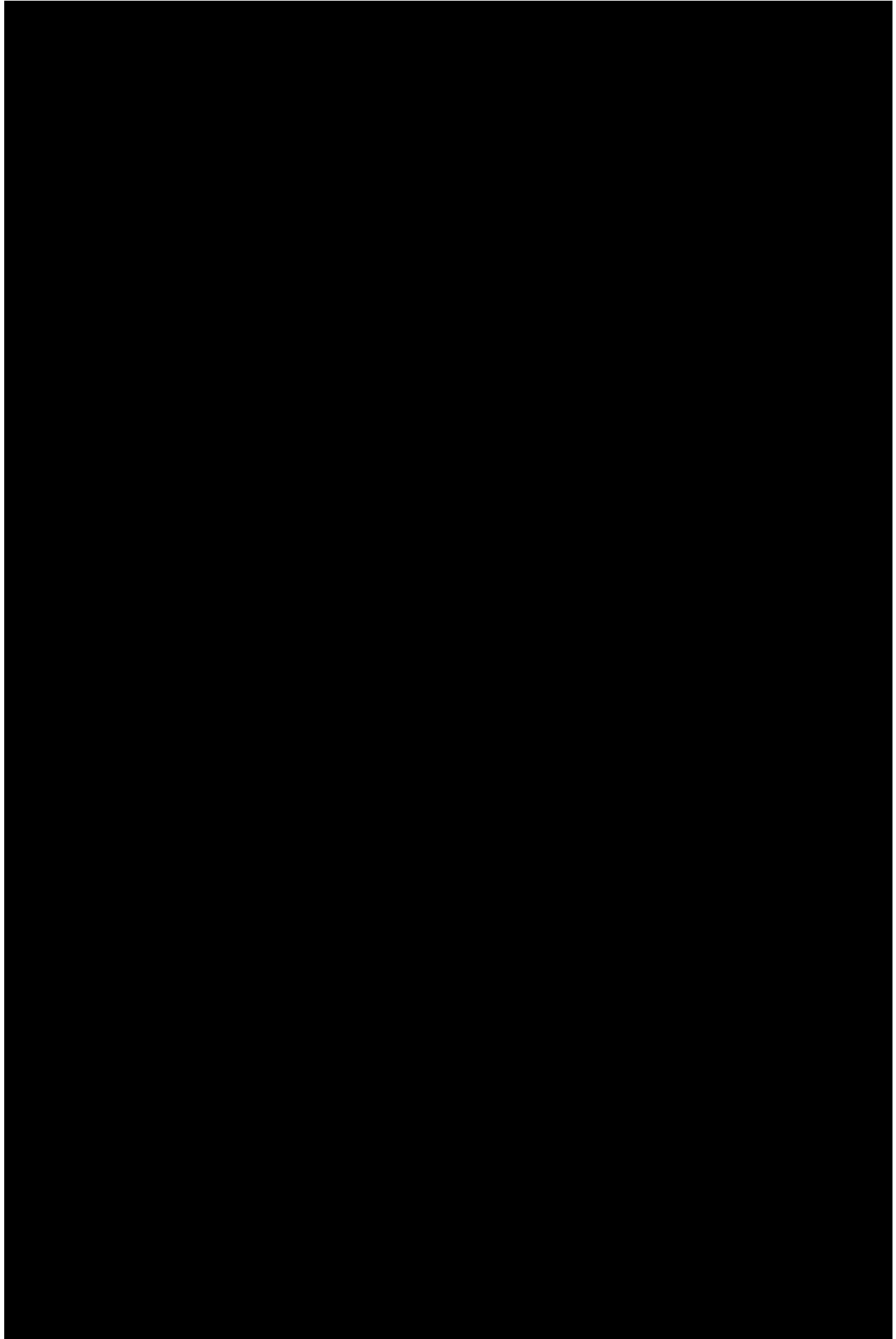


**03 Methodology** Supplier to provide information regarding the waste disposal process for each type of waste detailed within the 'Specification. Your response should also provide details of your equipment and processes.

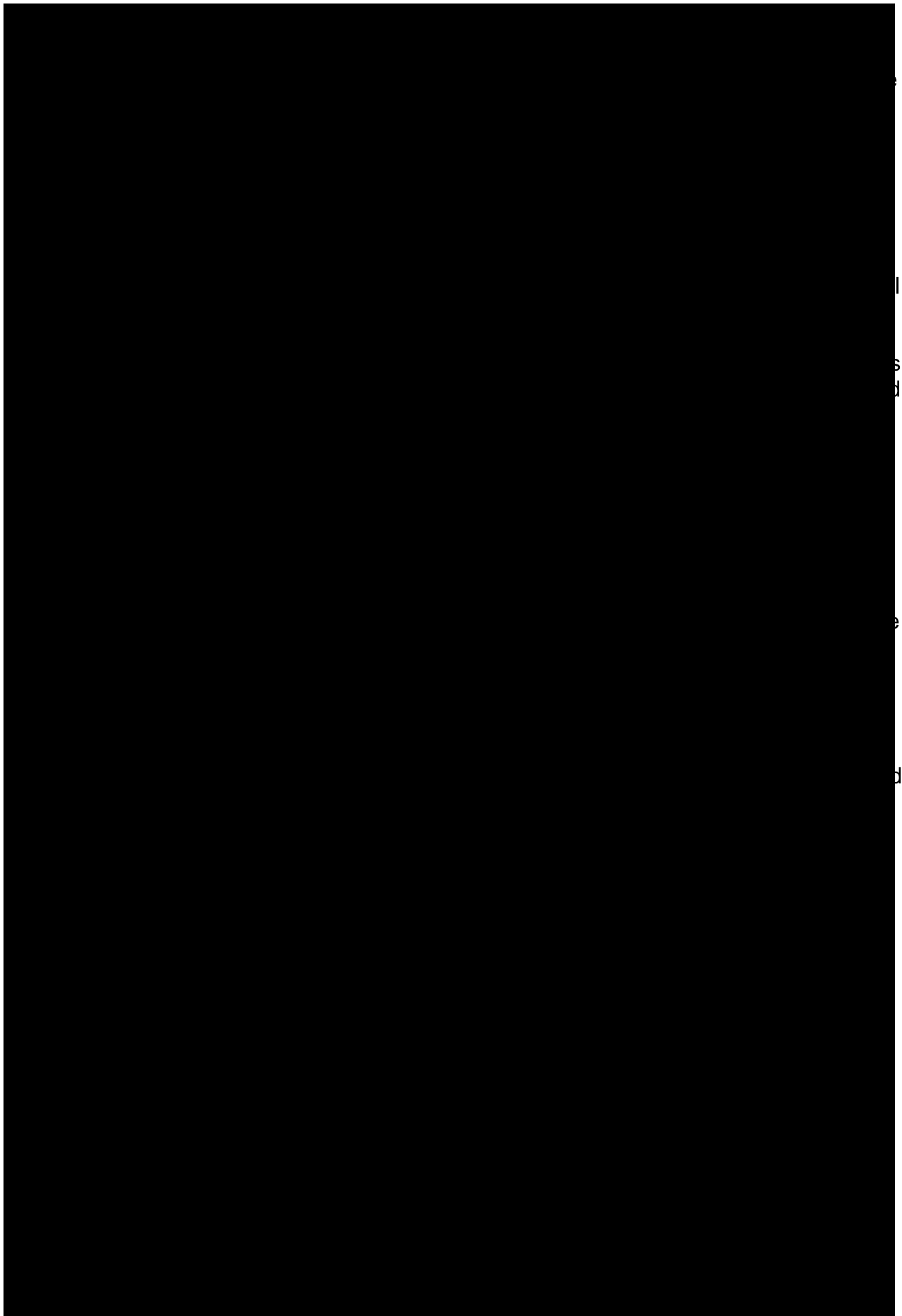


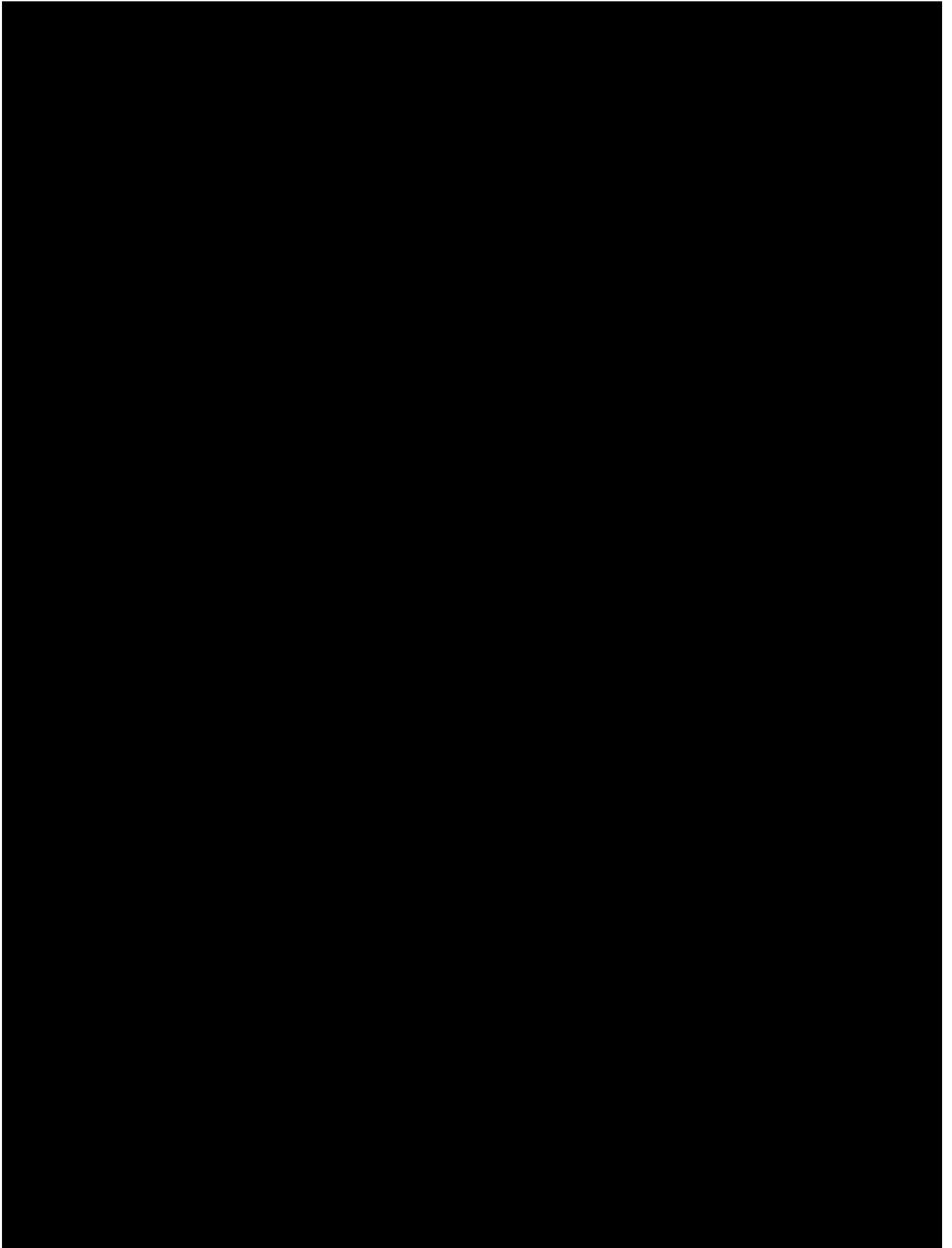


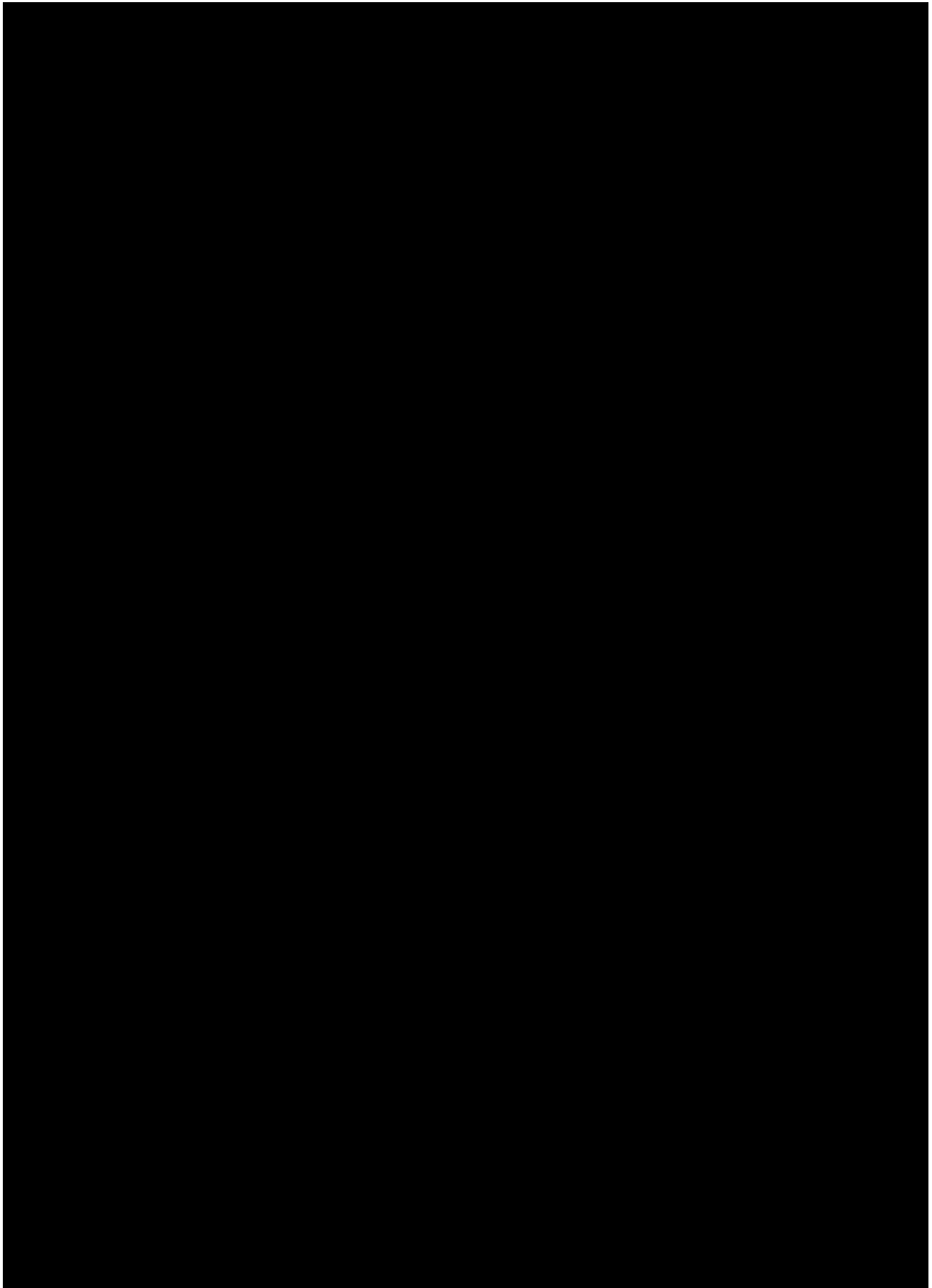


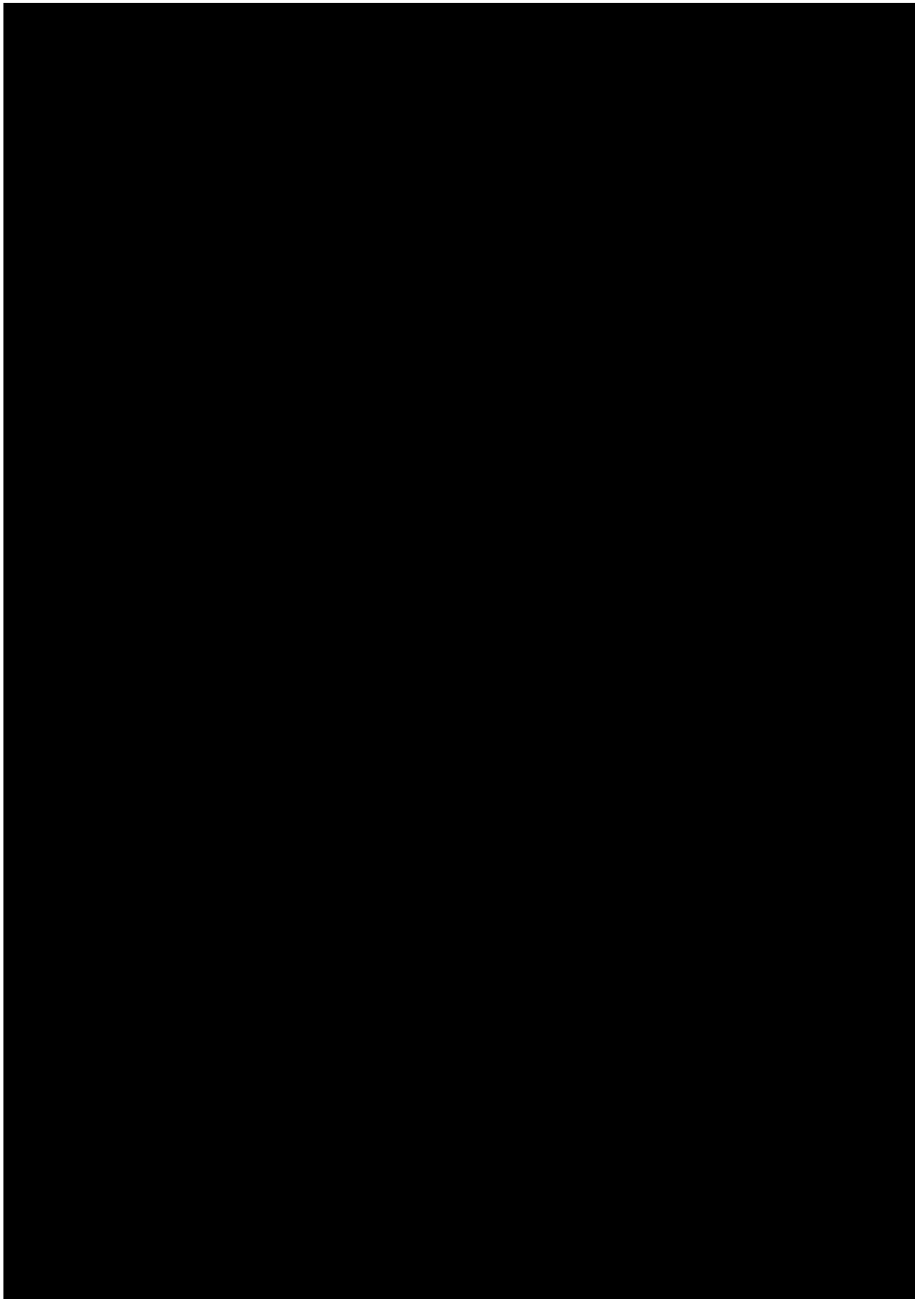




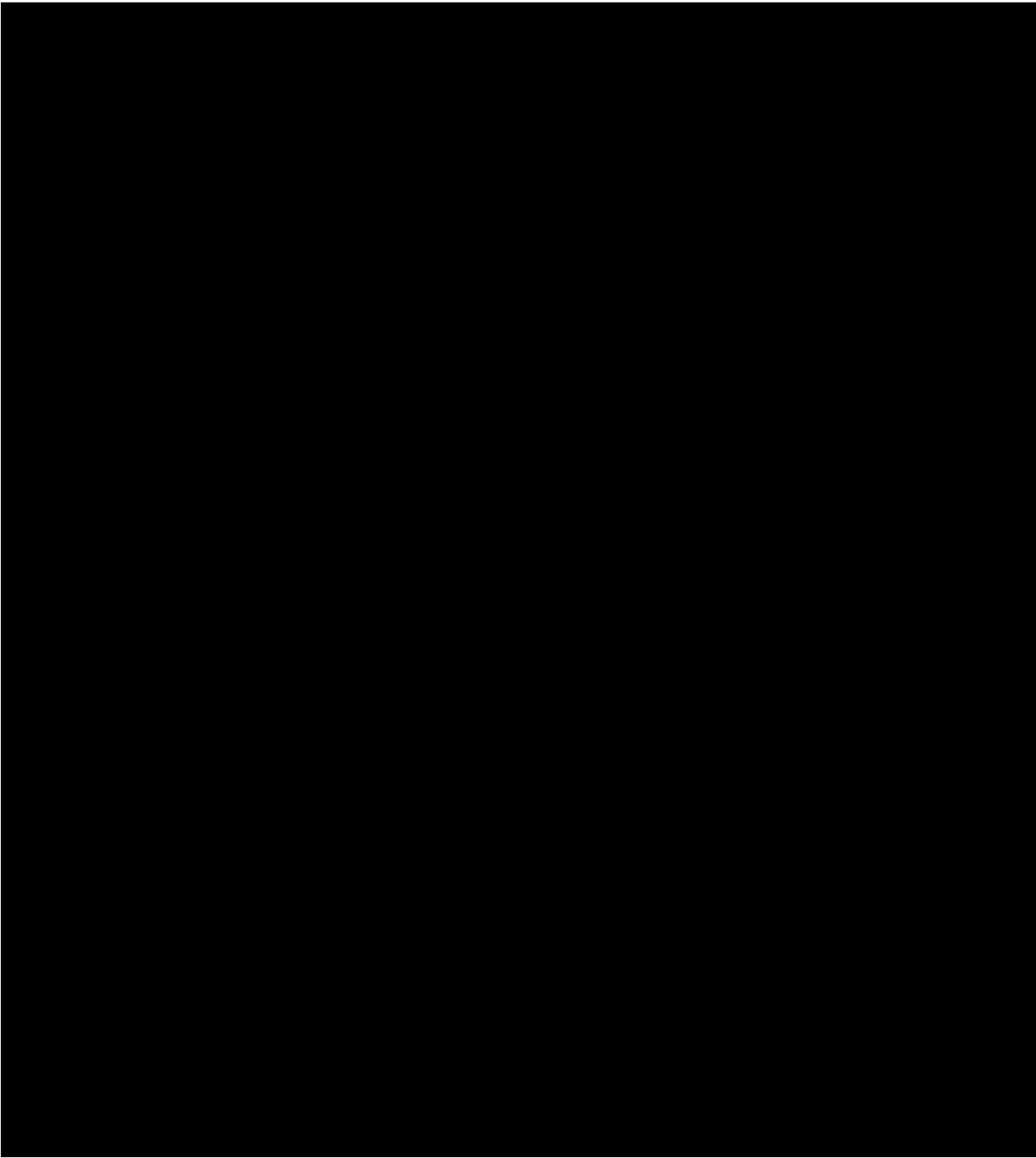




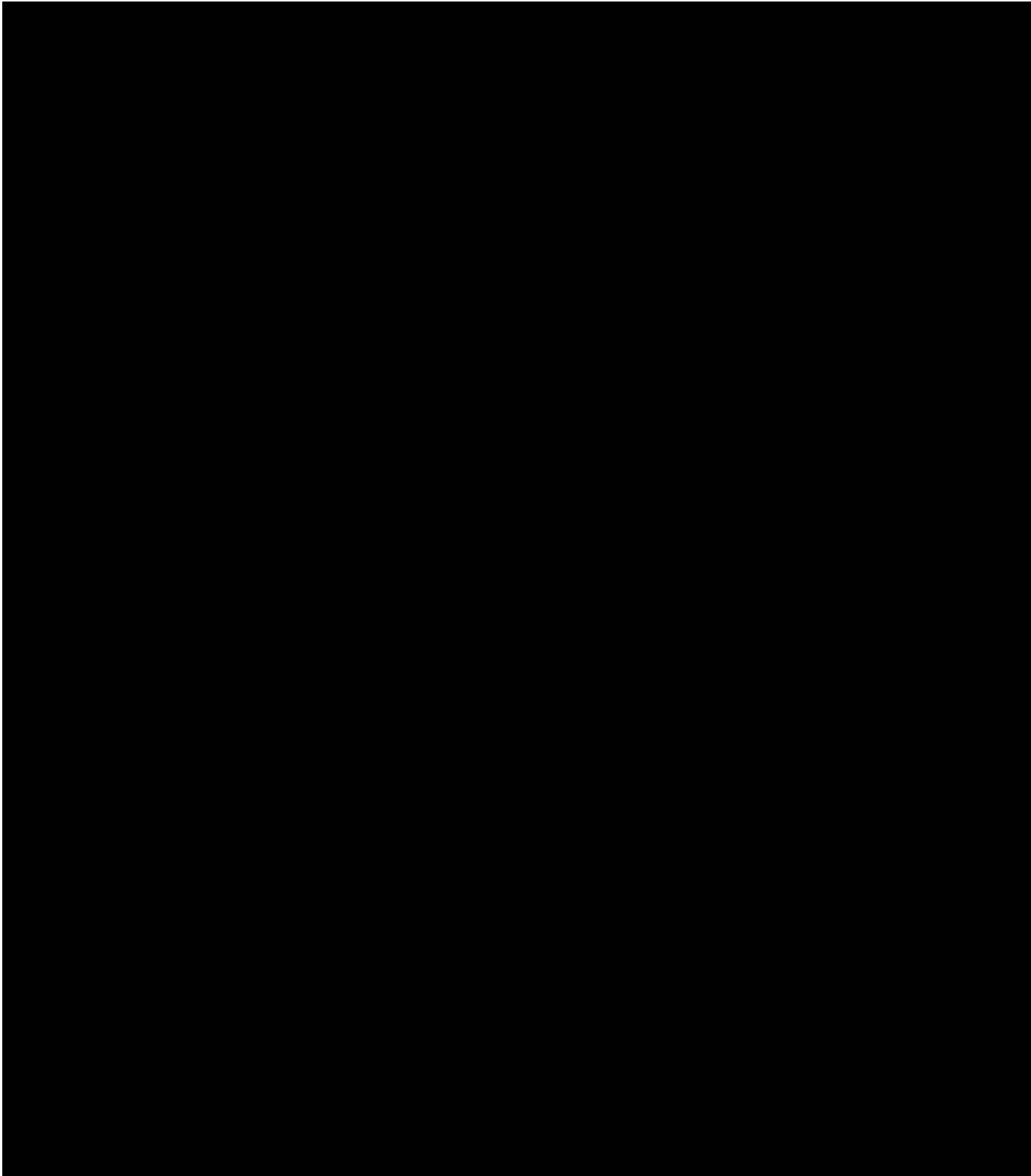


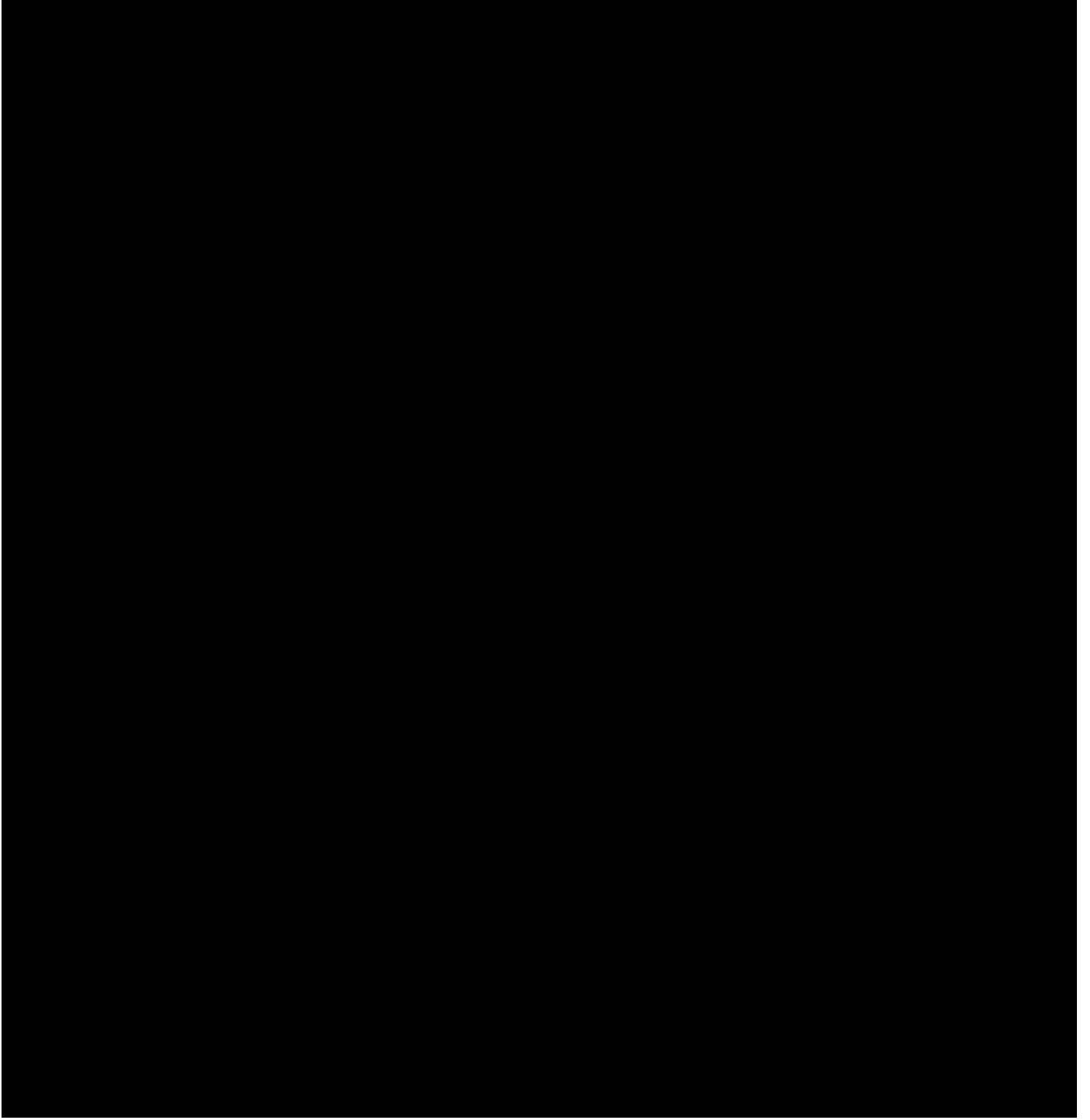


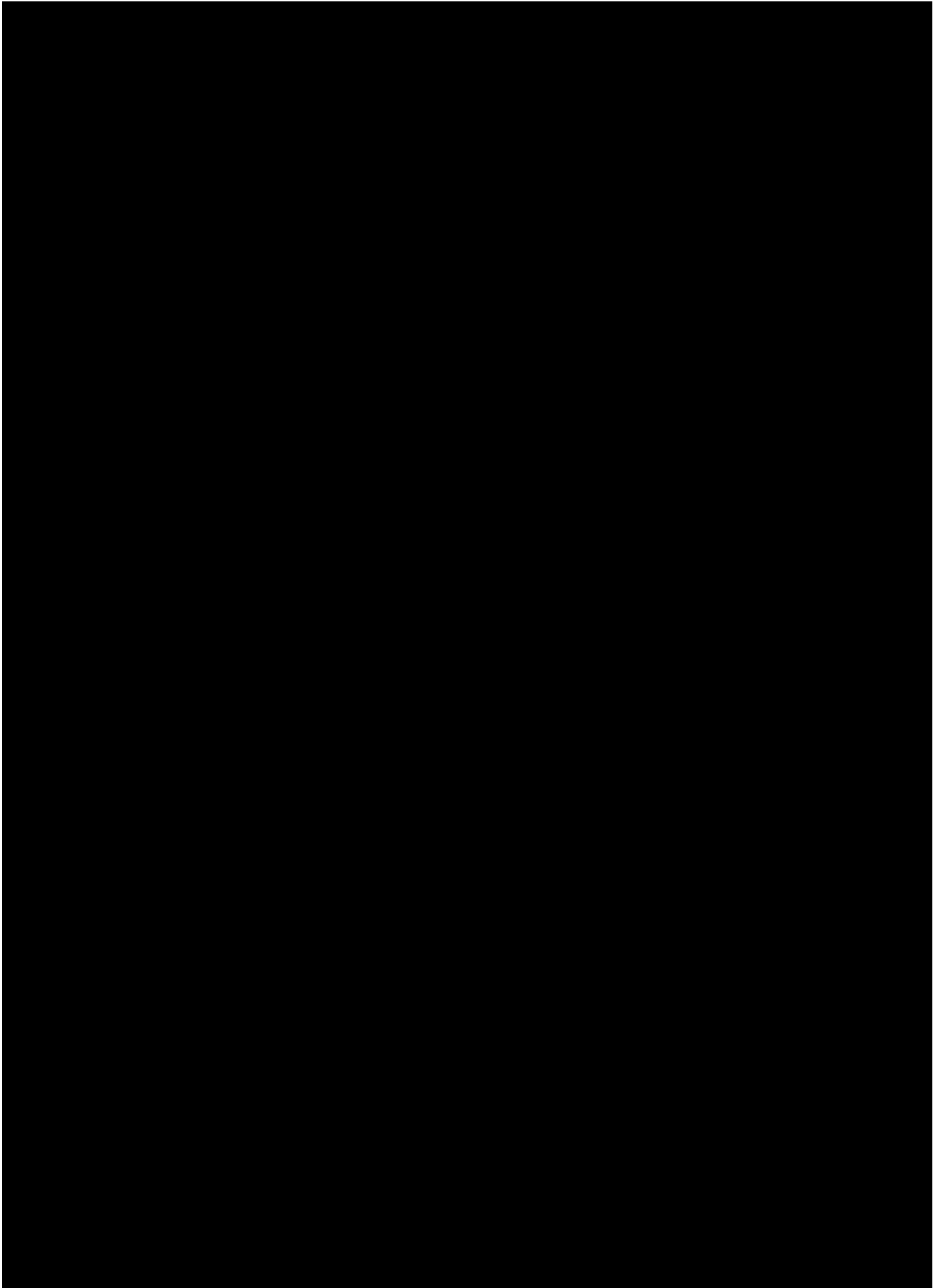


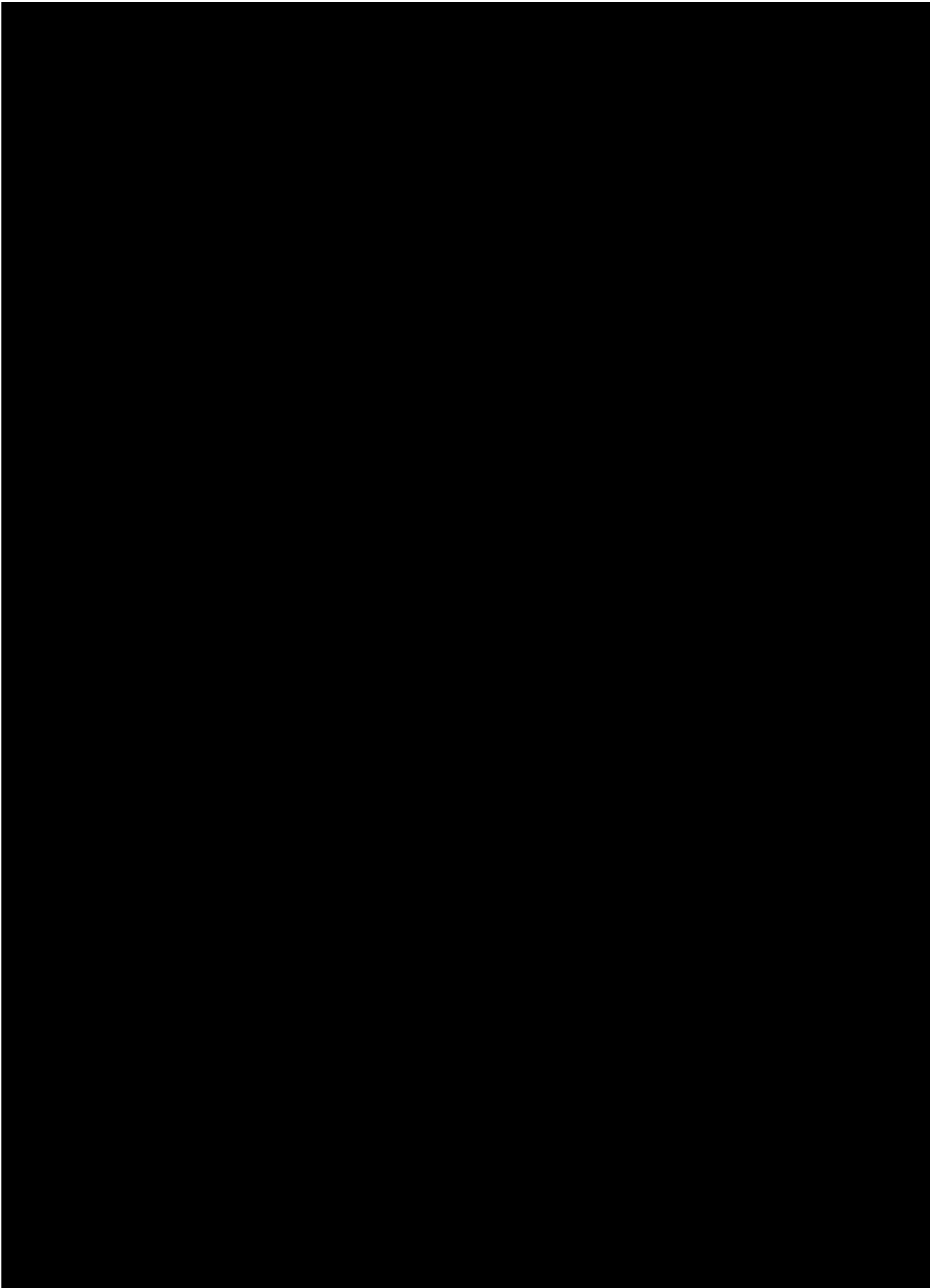


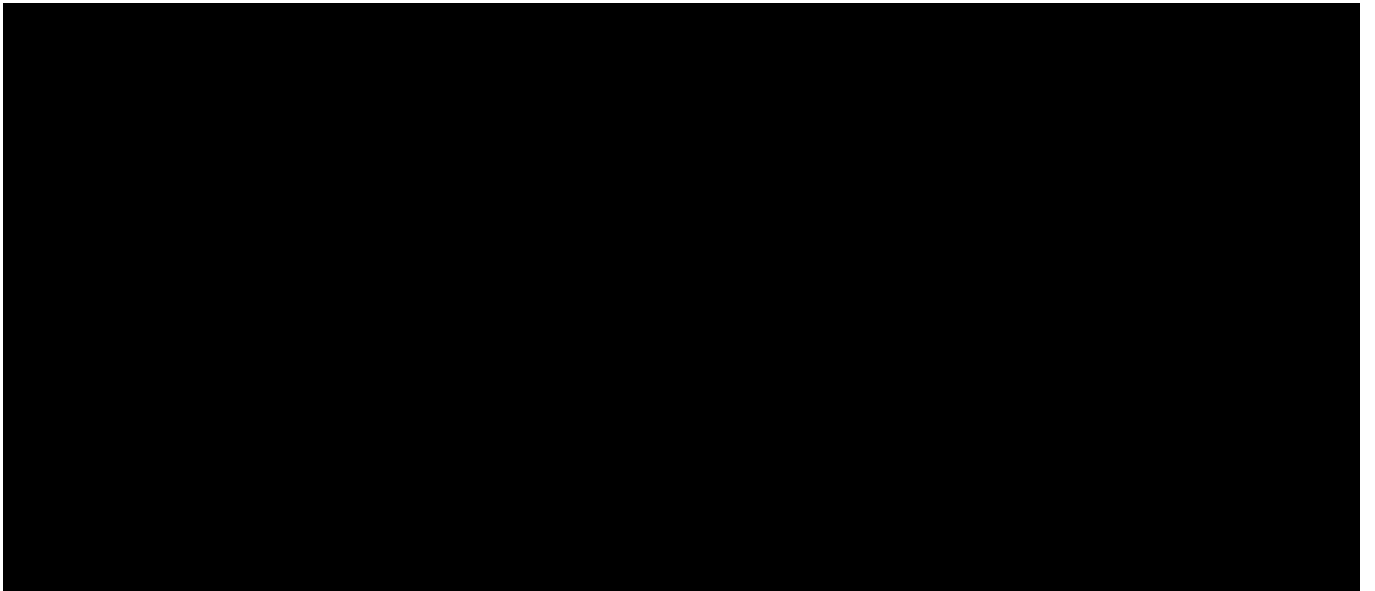


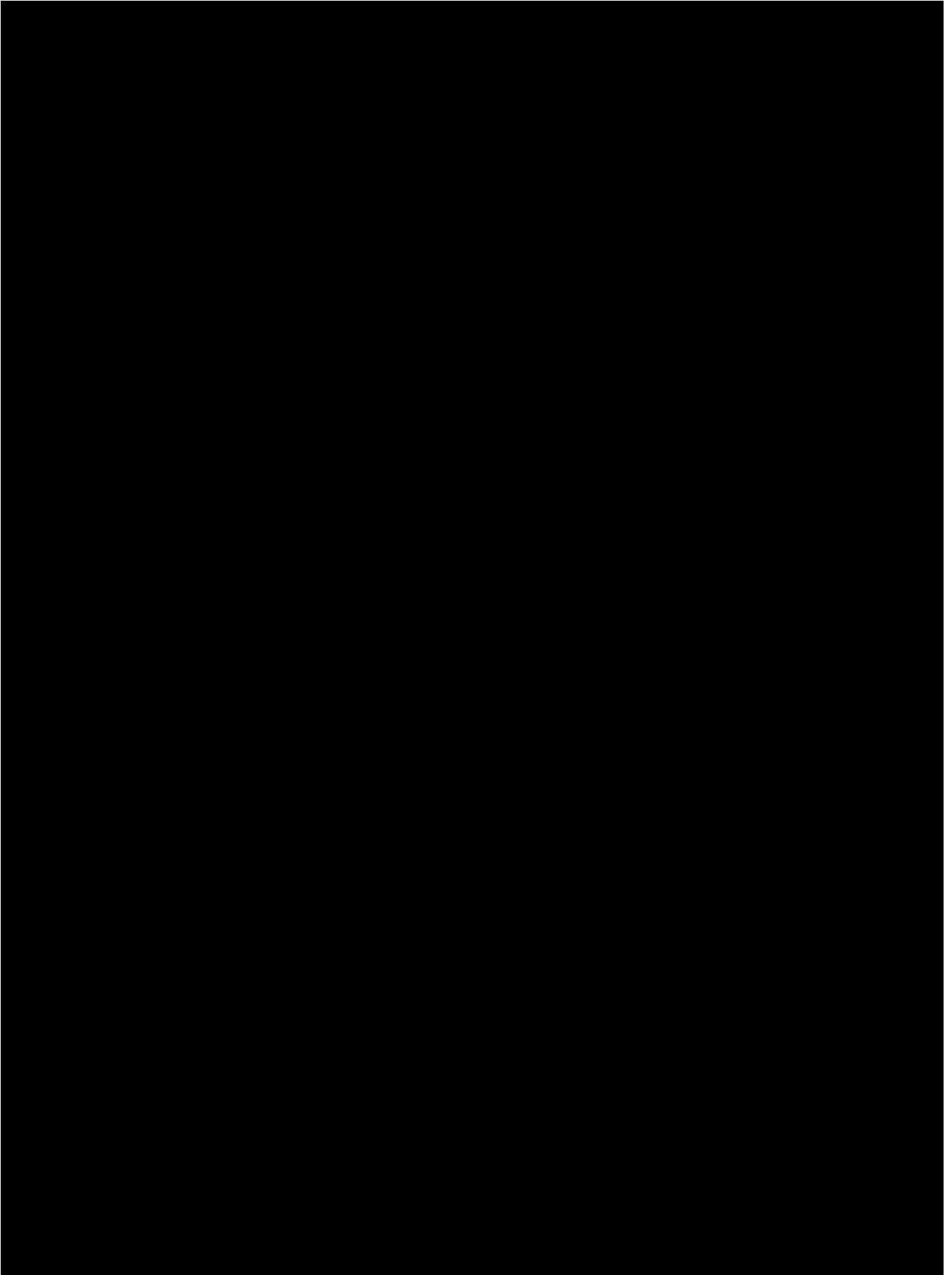


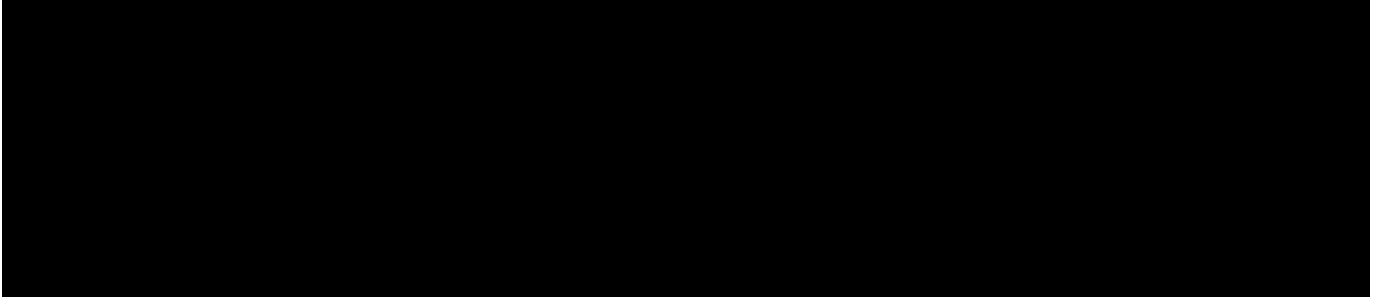




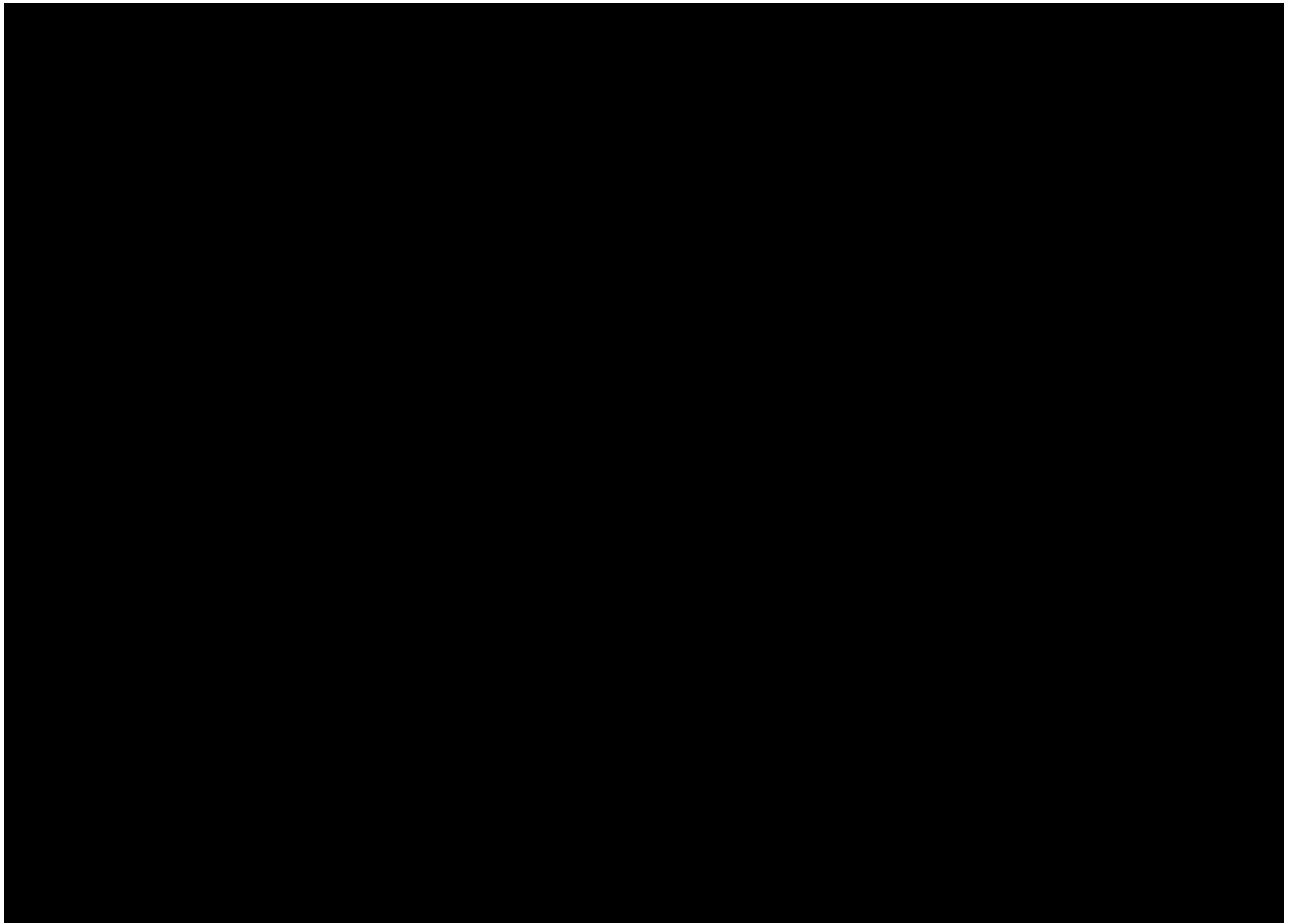


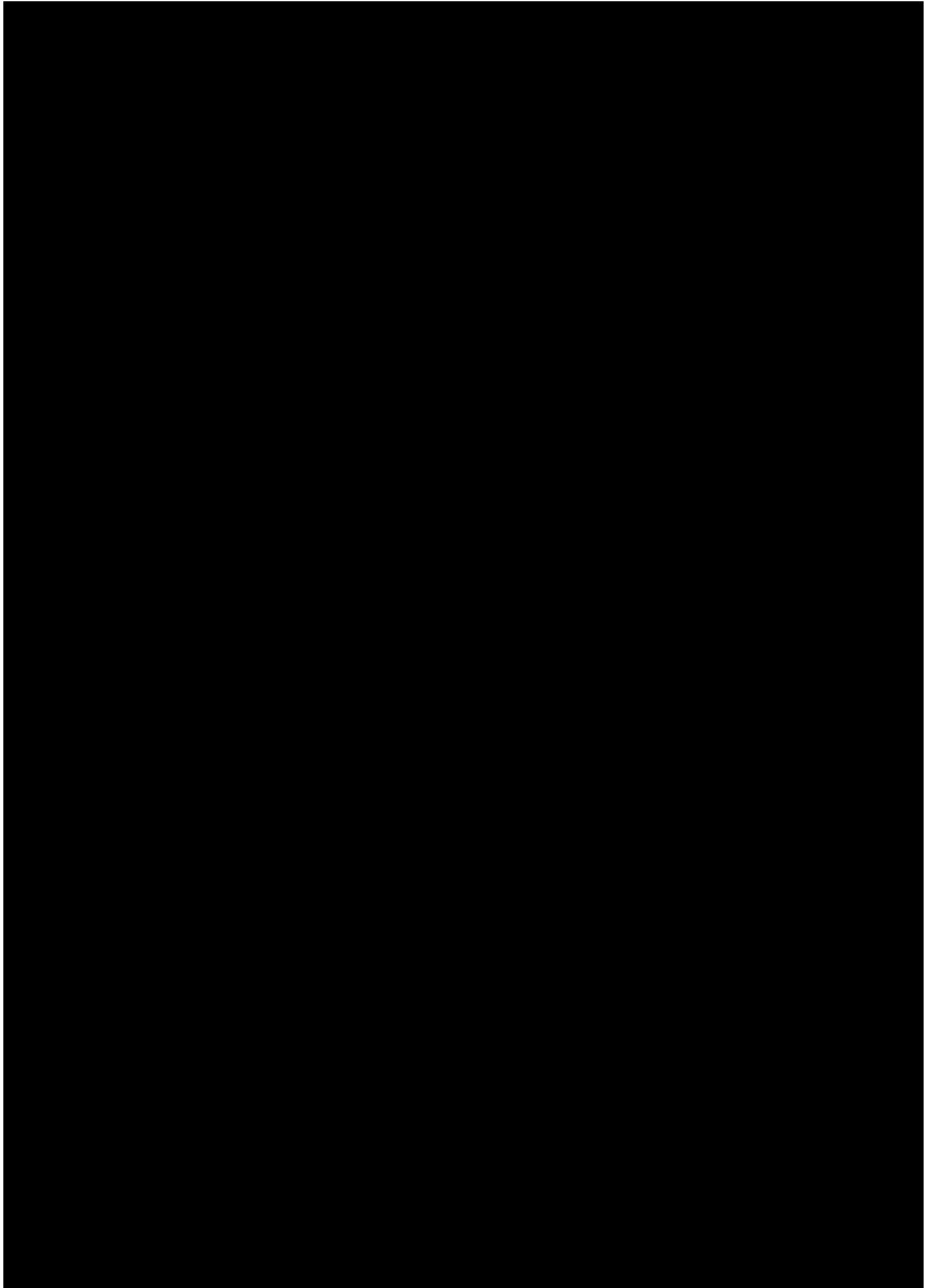


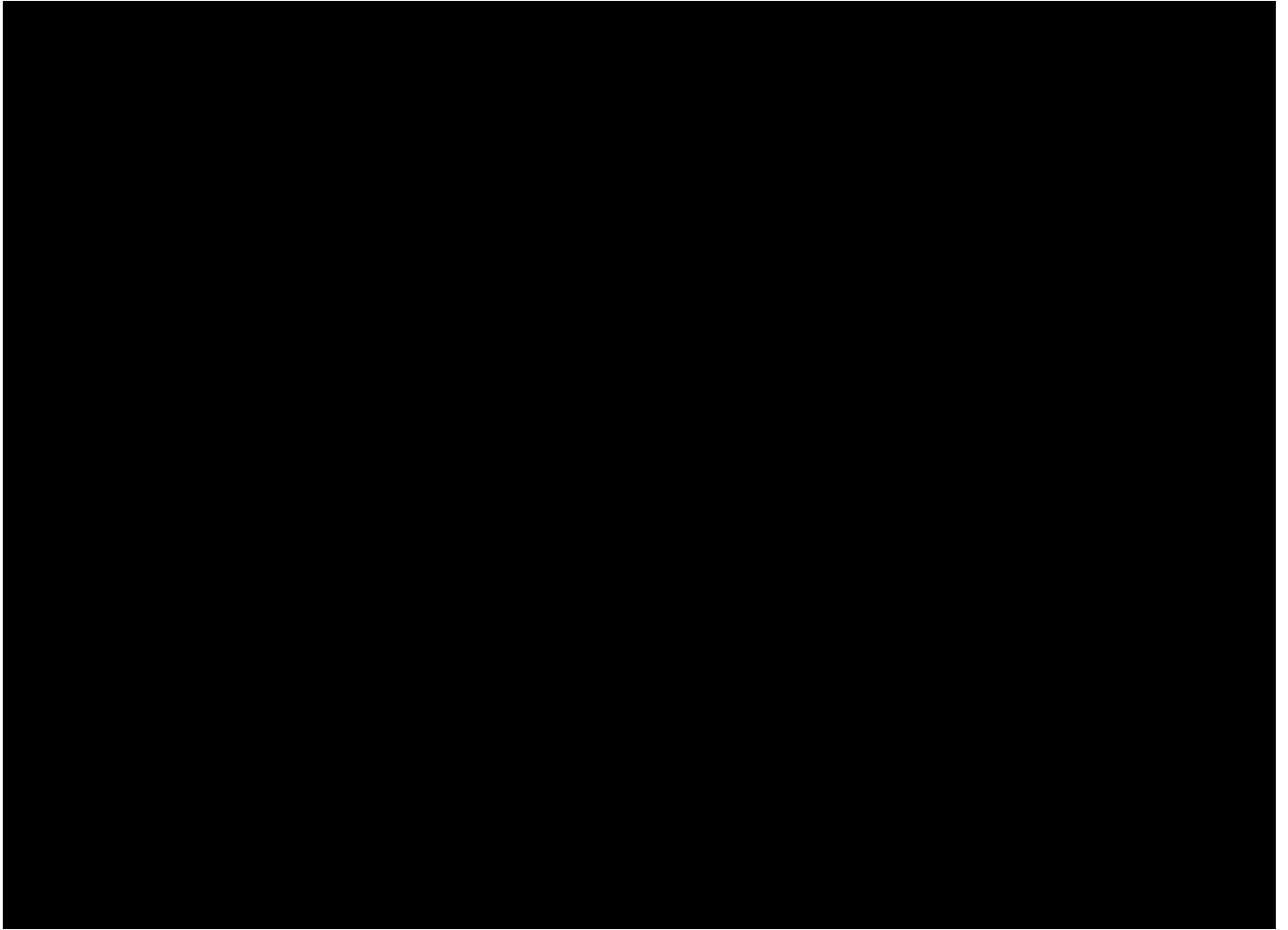


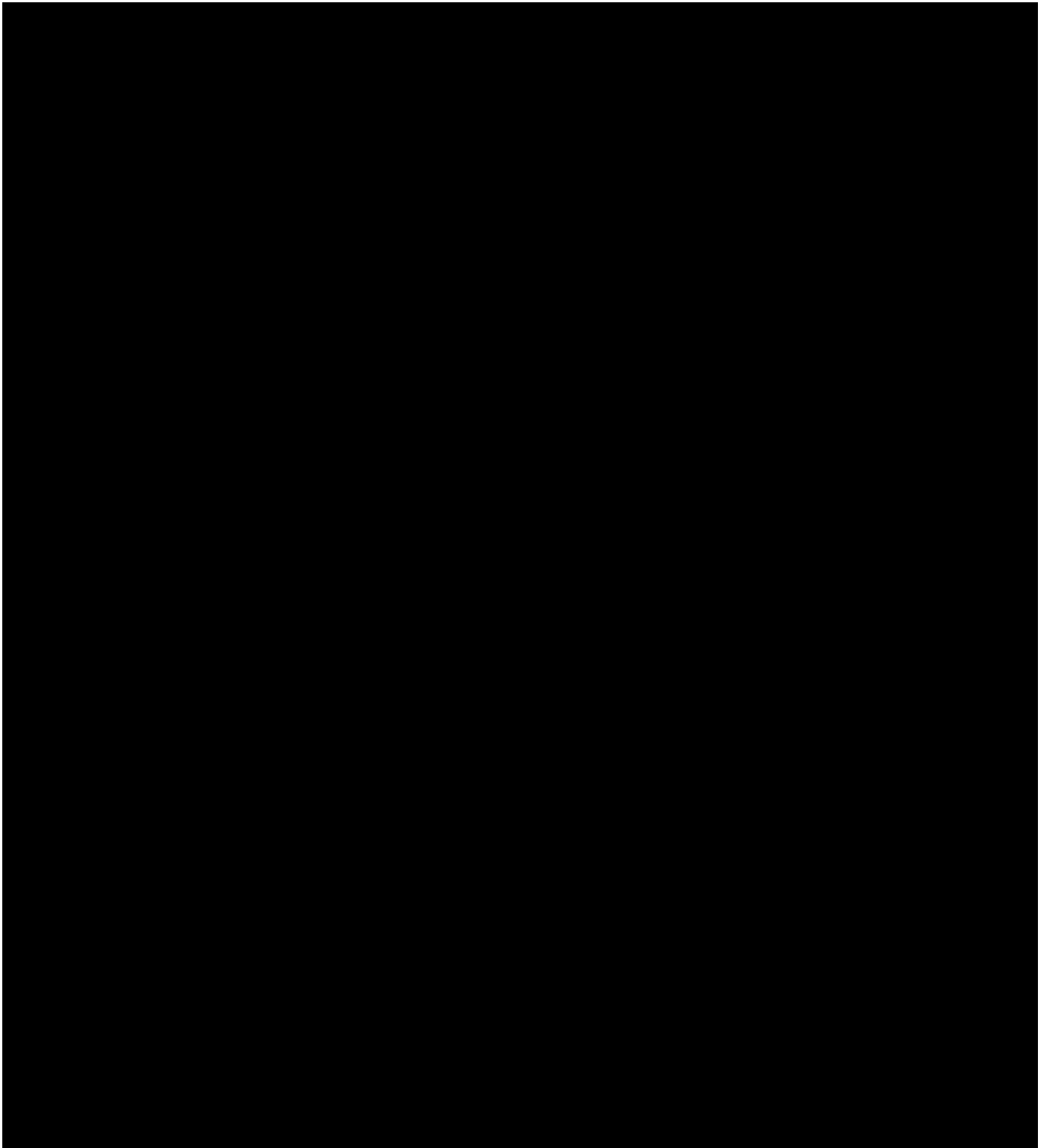


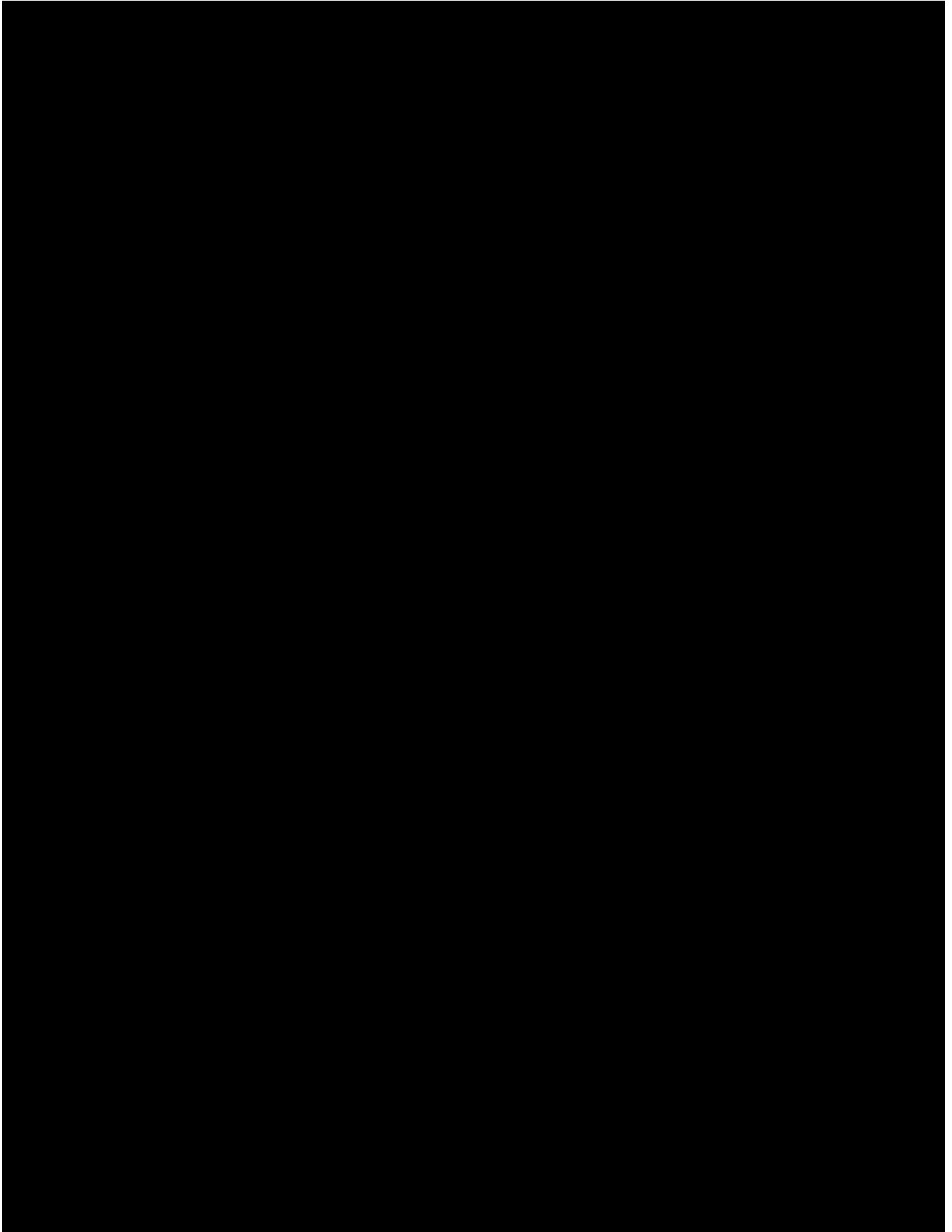


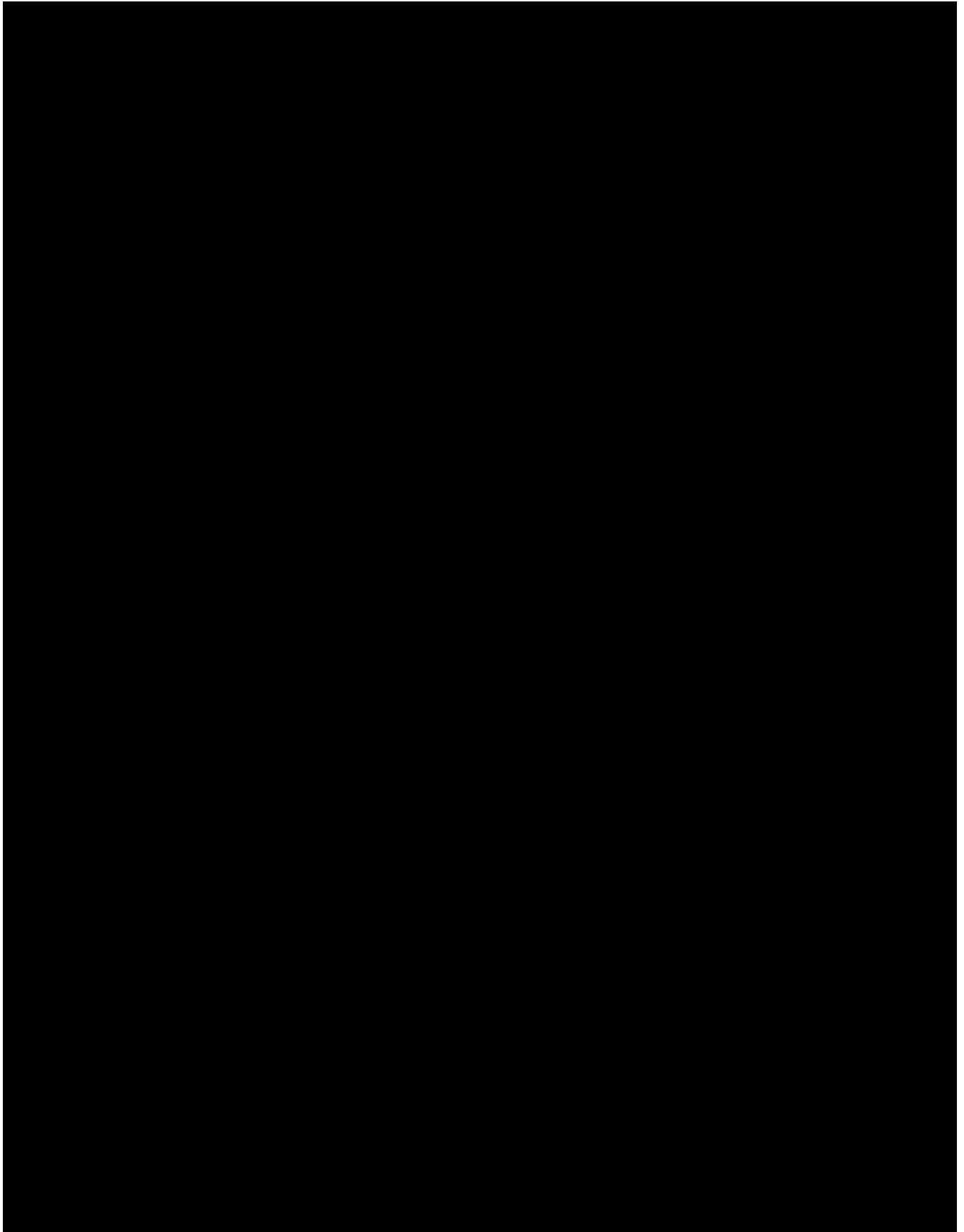


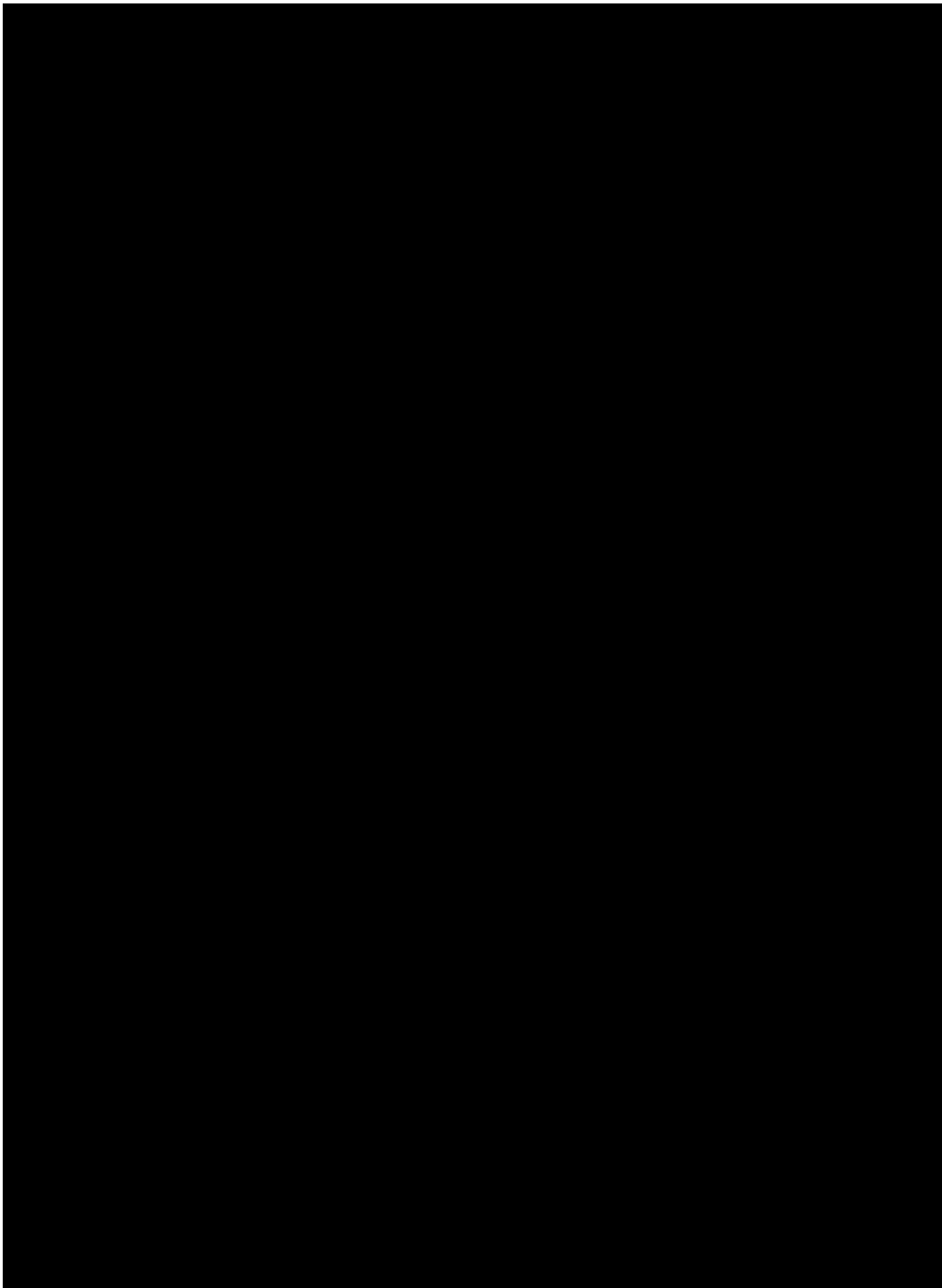


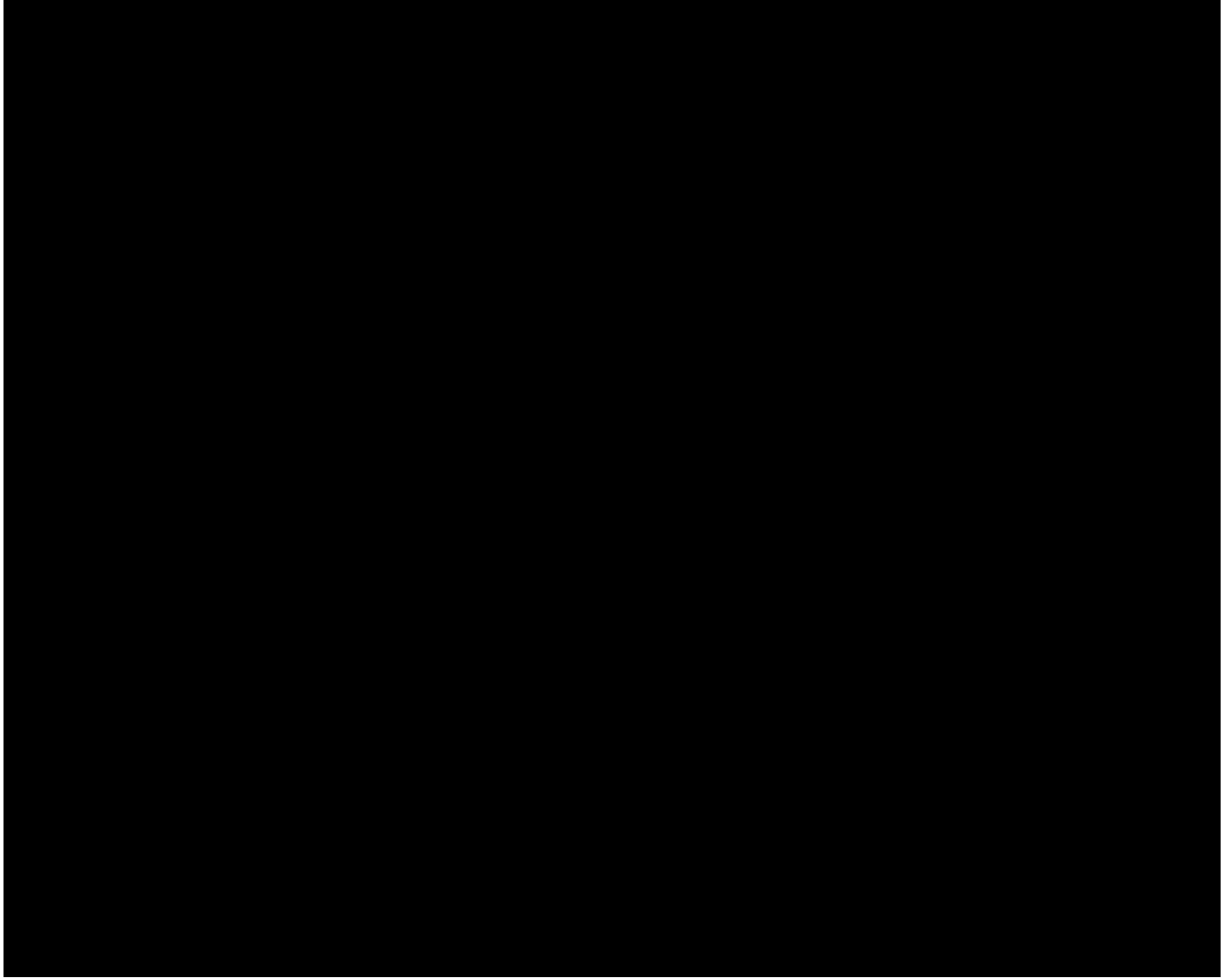




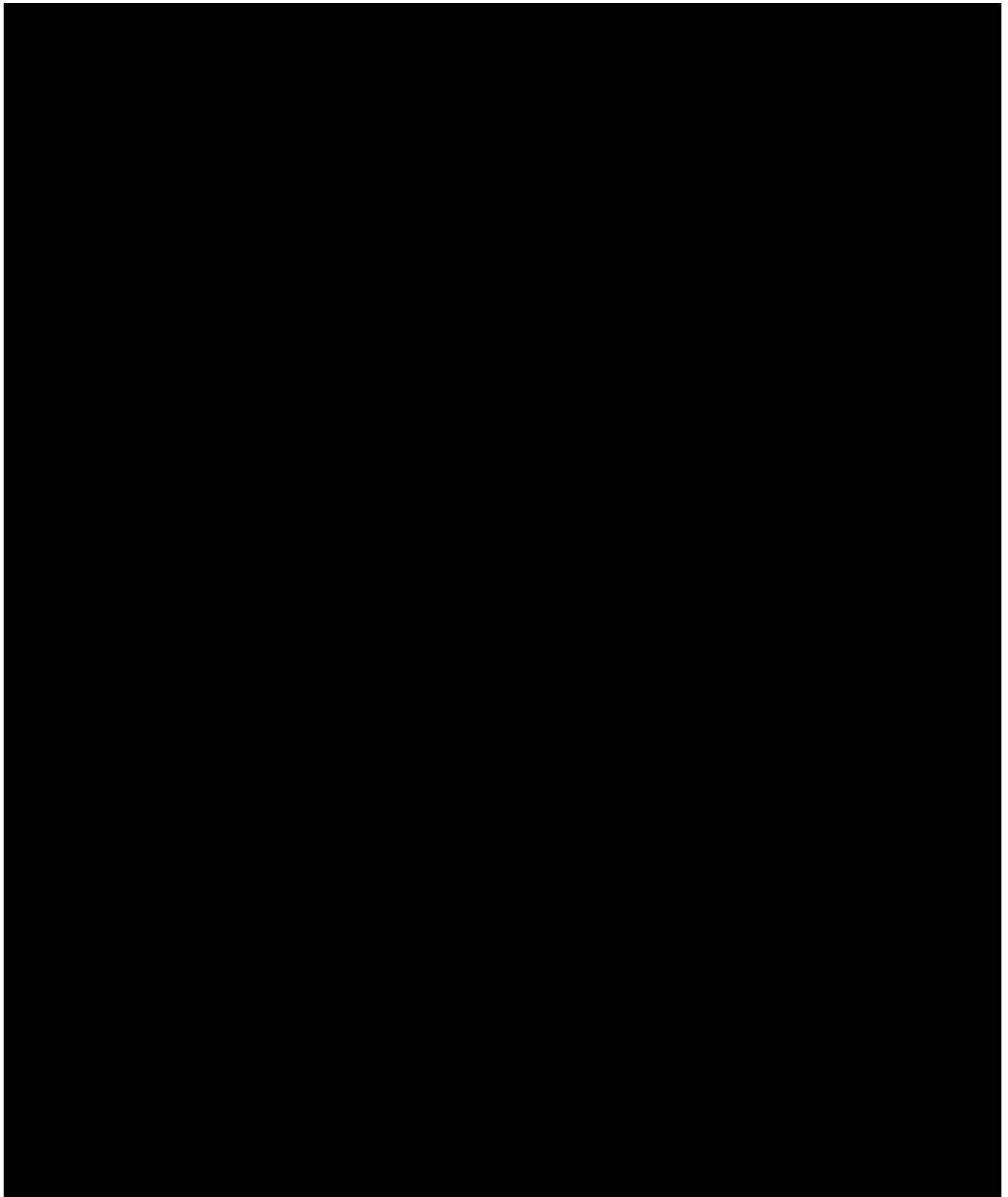


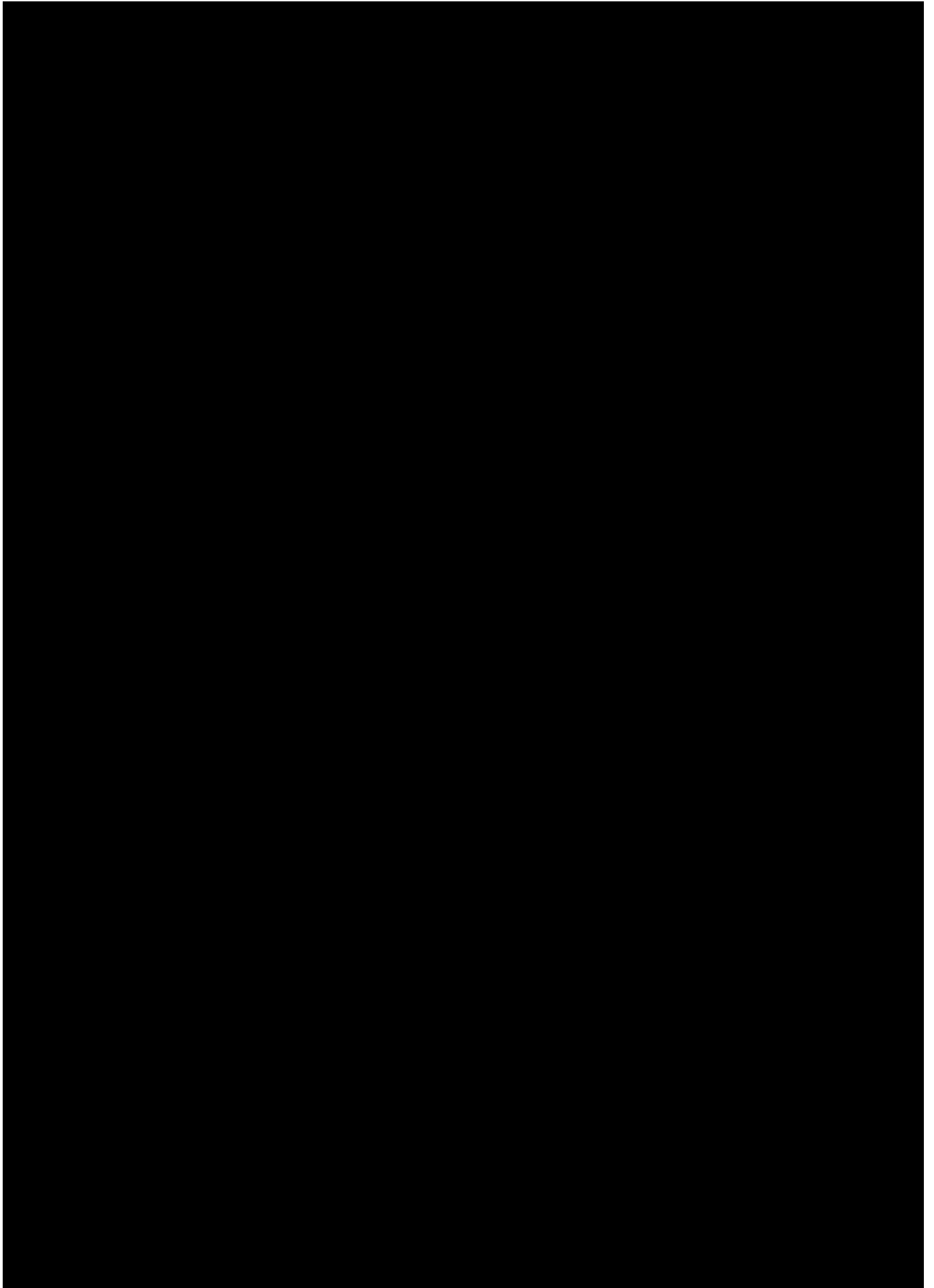


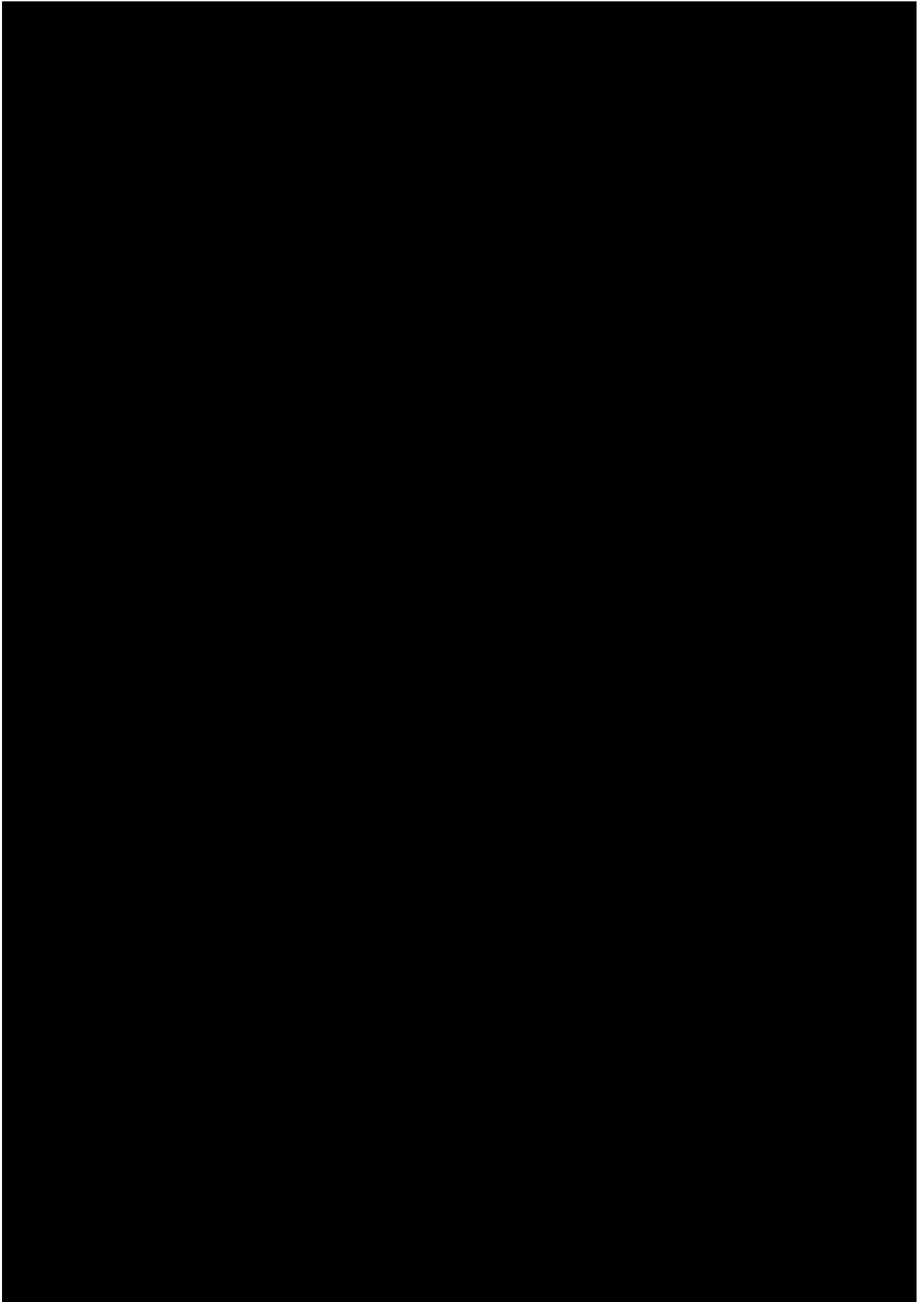


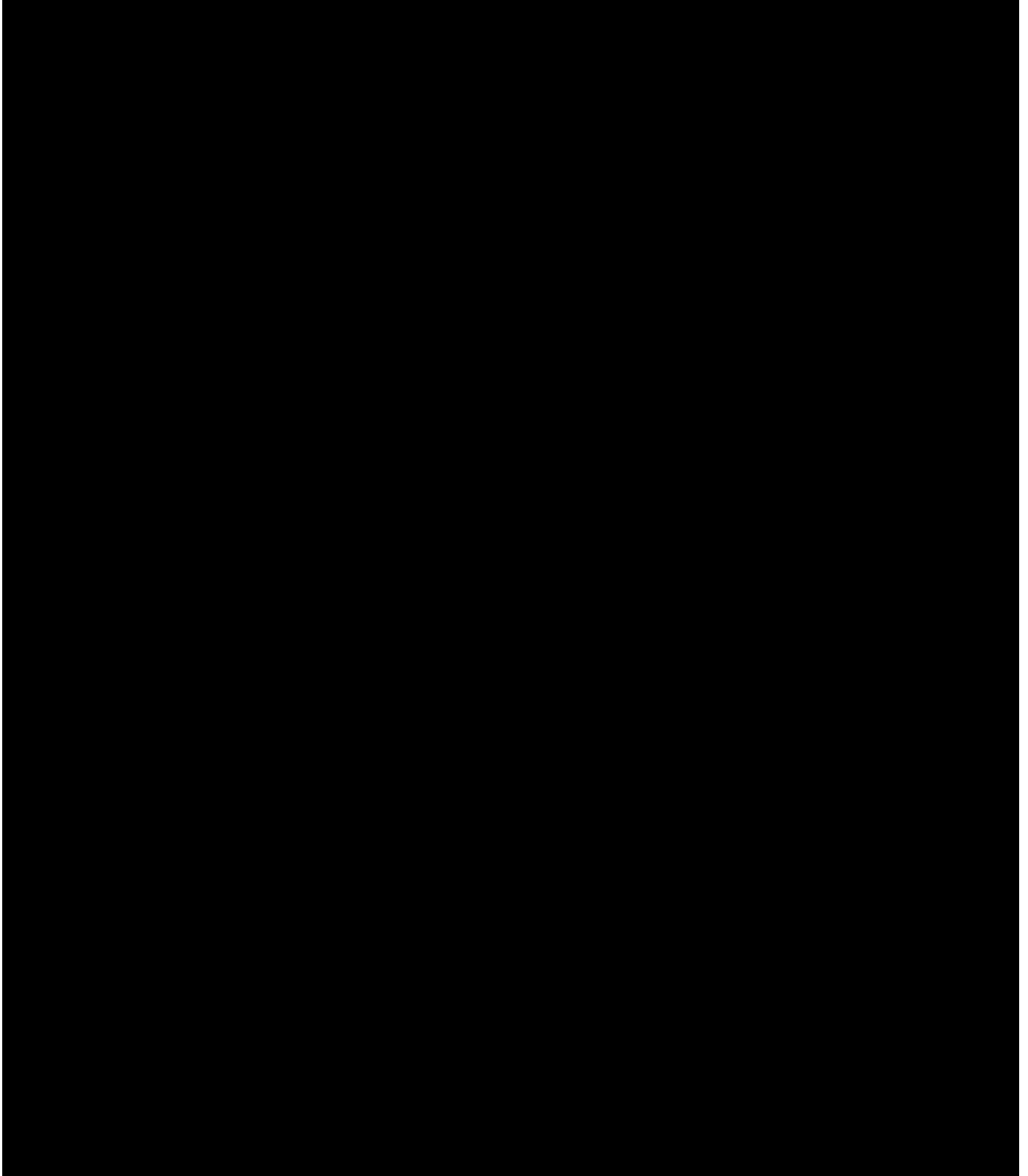


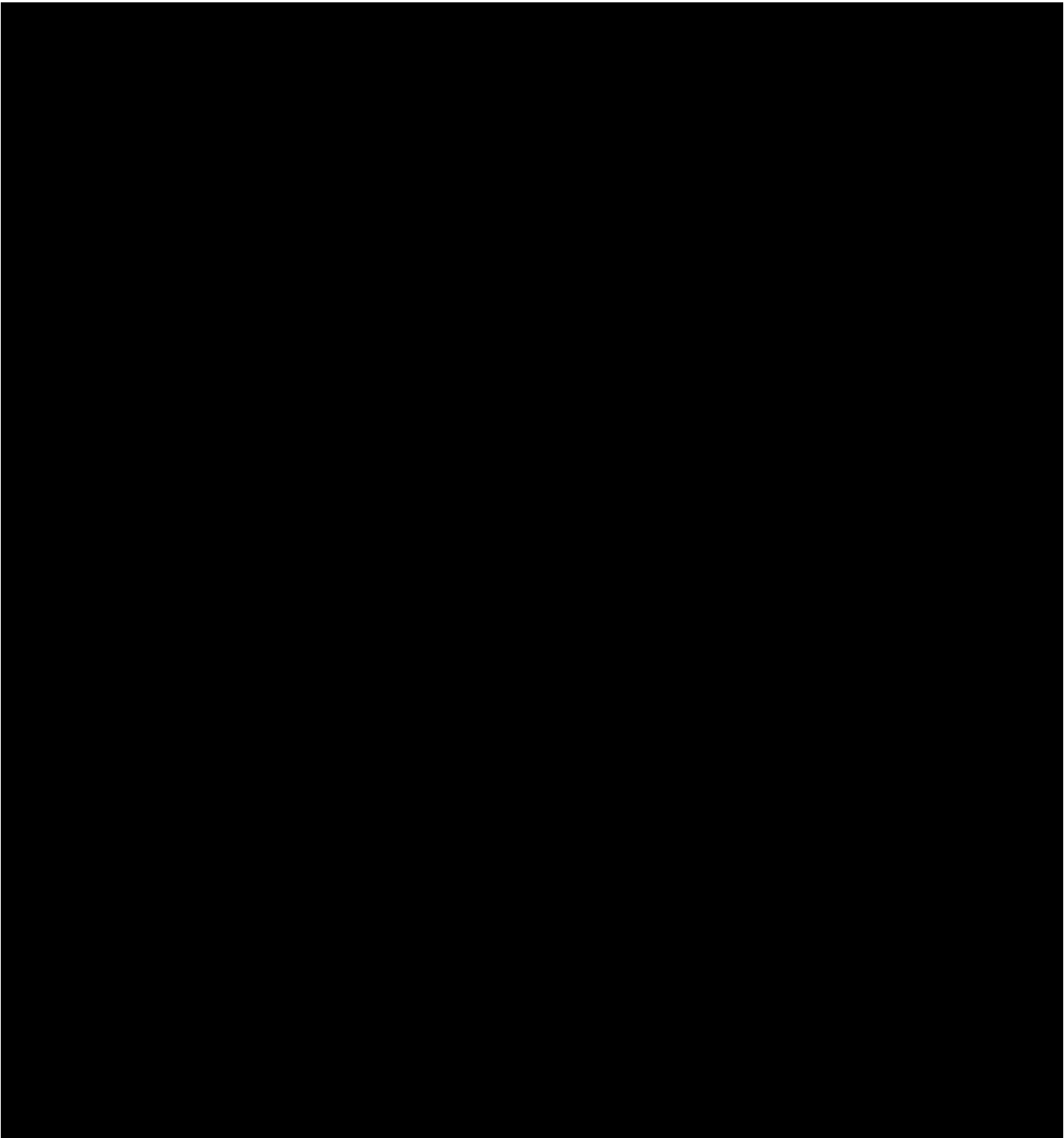


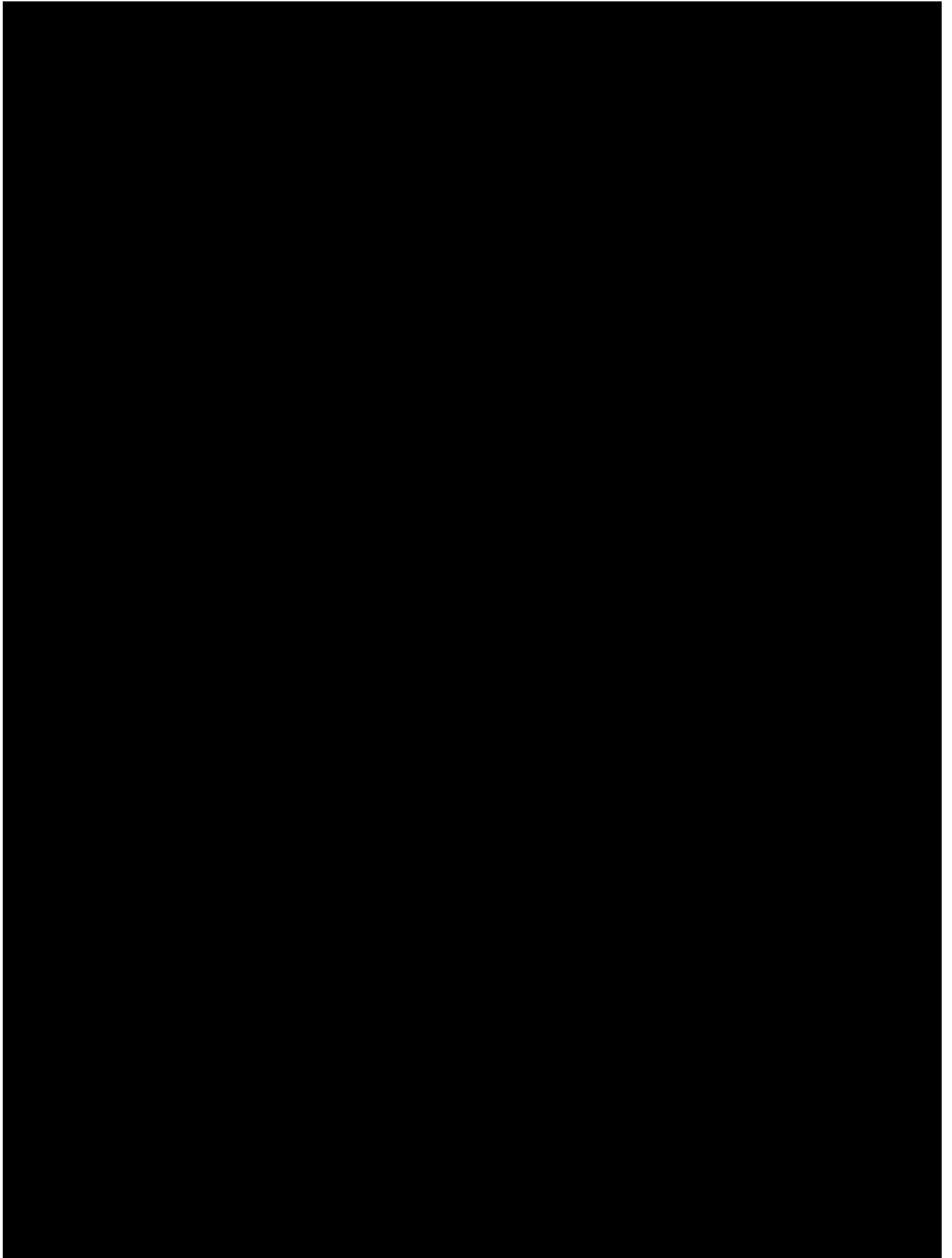


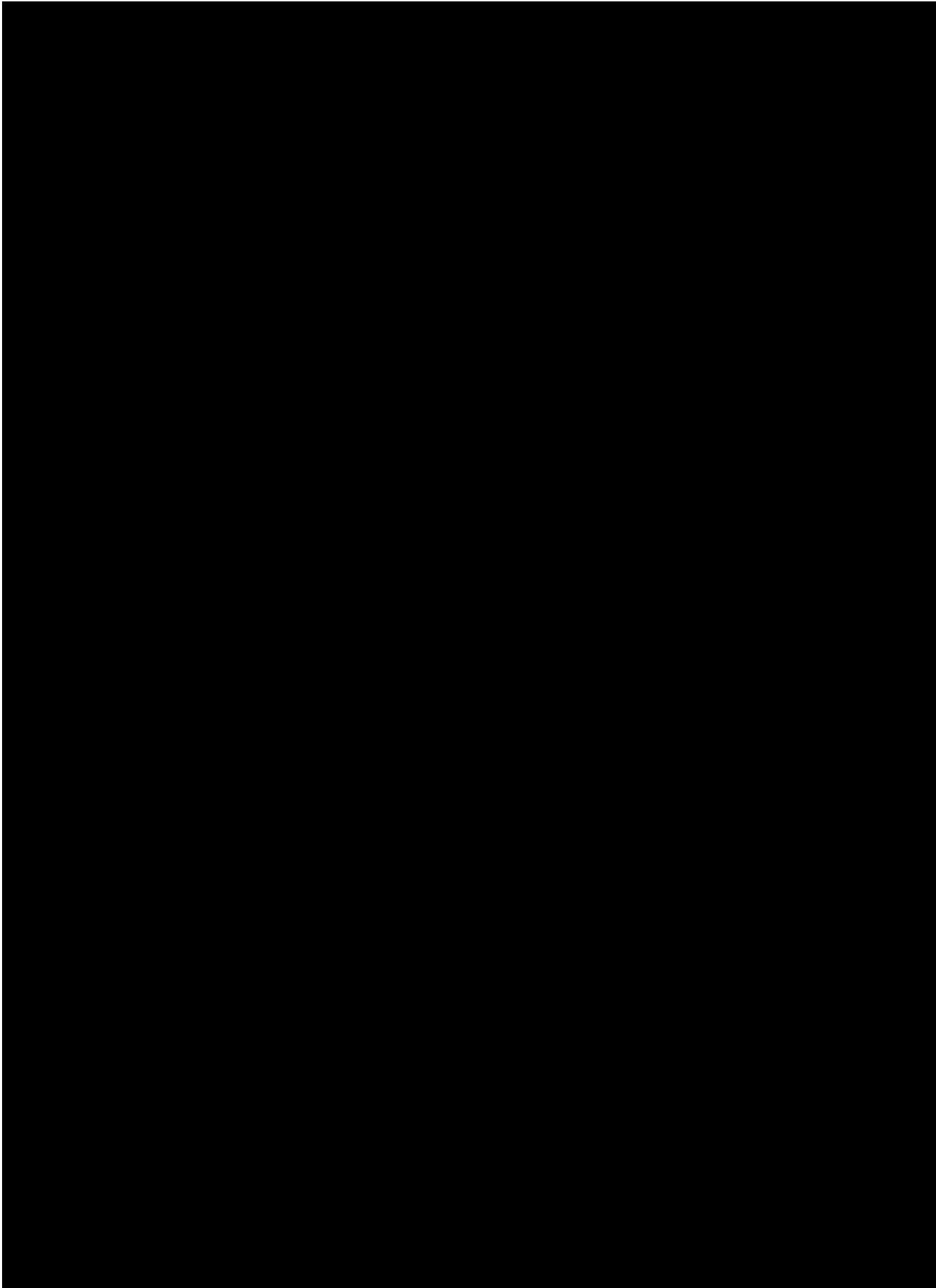
















## Annex 5 – Sustainability

### 1. Sustainability

- 1.1 The Supplier must comply with the Authority's Sustainability Requirements set out in this Contract. The Supplier must ensure that all Supplier Staff and subcontractors who are involved in the performance of the Contract are aware of these requirements in accordance with clauses 8.1 (c) and 13.2.
- 1.2 The Authority expects its suppliers and subcontractors to meet the standards set out in the Supplier Code of Conduct in accordance with clause 13.1(c).
- 1.3 The Supplier must comply with all legislation as per clause 13.1.
- 1.4 The Supplier shall ensure that any Goods or Services are designed, sourced, and delivered in a manner which is environmentally and socially responsible, always consistent with best practice environmental management and social standards, policy, and compliant with clause 1.3
- 1.5 The Supplier is expected to achieve continuous improvement in environmental and social performance.

### 2. Human Rights

- 2.1 The Authority is committed to ensuring that workers employed within its supply chains are treated fairly, humanely, and equitably. The Authority requires the Supplier to share this commitment and to take reasonable and use reasonable and proportionate endeavours to identify any areas of risk associated with this Contract to ensure that it is meeting the International Labour Organisation International Labour Standards which can be found online - [Conventions and Recommendations \(ilo.org\)](https://www.ilo.org/public/english/standards/convrec.htm) and at a minimum comply with the Core Labour Standards, encompassing the right to freedom of association and collective bargaining, prohibition of forced labour, prohibition of discrimination and prohibition of child labour.
- 2.2 The Supplier must ensure that it and its sub-contractors and its or their supply chain:
  - 2.2.1 pay staff fair wages and;

2.2.2 implement fair shift arrangements, providing sufficient gaps between shifts, adequate rest breaks and reasonable shift length, and other best practices for staff welfare and performance.

### **3 Human Rights - Modern Slavery, Child Labour, Inhumane Treatment**

3.2 The Supplier must ensure its Supplier Staff and its sub-contractors and its [or their] supply chain comply with the provisions of the Modern Slavery Act 2015 including Section 54 of the Act which requires certain organisations to publish annual modern slavery statements and the Supplier throughout the Term:

3.2.1 shall not use, nor allow its sub-contractors and its [or their] supply chain to use forced, bonded, child or involuntary prison labour throughout operations and supply chains and implement appropriate due diligence procedures to ensure there is no modern slavery in any of its supply chain

3.2.2 shall forbid any supplier staff or subcontractor staff to lodge deposits or identity papers with the employer and they shall be free to leave their employer after reasonable notice;

3.2.3 shall take appropriate measures to ensure workers in their operations and workers in sub-contractors are not paying recruitment fees to secure employment and where identified they are remedied;

3.2.4 warrants and represents that it has not been convicted of any slavery or human trafficking offences anywhere around the world;

3.2.5 warrants and represents that to the best of its knowledge it is not currently under investigation, inquiry or enforcement proceedings in relation to any allegation of slavery or human trafficking offences anywhere around the world;

3.2.6 shall share social audit reports of their subcontractors if the buyer requests and cooperate with the buyer to undertake additional human rights audits of sub-contractors if the buyer requests;

3.2.7 shall make reasonable enquiries to ensure that the Supplier Staff, its sub-contractors, and their supply chain have not been convicted of slavery or human trafficking offences anywhere around the world;

- 3.2.8 shall implement due diligence measures to ensure that there is no slavery or human trafficking in any part of its supply chain performing obligations under the Contract;
- 3.2.9 shall work with their subcontractors to remedy any labour abuses uncovered in operations or supply chains. This will include the submission, agreement and delivery of an action plan to remedy any modern slavery issues;
- 3.2.10 shall not use, nor allow its subcontractors or its or their Supplier Staff to use physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation of its employees or sub-contractors;
- 3.2.11 shall report the discovery or suspicion of any slavery or trafficking by it or its sub-contractors and its [or their] supply chain to the Authority; and
- 3.2.12 Terminate a sub-contract, if the sub-contractor is in breach of any of the terms of the sub-contract relating to modern slavery and human rights issues, provided steps have been taken to ensure workers are not harmed as a result. This should only be triggered as a very last resort and where the supplier does not take steps to resolve the situation.

#### **4 Equality, Diversity, and Inclusion (EDI)**

- 4.1 The Supplier will support the Authority to achieve its [Public Sector Equality](#) Duty by complying with the Authority's policies (as amended from time to time) on EDI. This includes ensuring that the Supplier, Supplier Staff and its subcontractors in the delivery of its obligations under this Contract:
  - 4.2.1 do not unlawfully discriminate either directly or indirectly because of race, colour, ethnic or national origin, disability, sex, sexual orientation, gender reassignment, religion or belief, pregnancy and maternity, marriage and civil partnership or age and without prejudice to the generality of the foregoing the Supplier shall not unlawfully discriminate within the meaning and scope of the Equality Act 2010;
  - 4.2.2 will not discriminate because of socio-economic background, working pattern or having parental or other caring responsibilities;

- 4.2.3 eliminates discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010;
- 4.2.4 advances equality of opportunity between people who share a protected characteristic and those who do not;
- 4.2.5 foster good relations between people who share a protected characteristic and people who do not share it;
- 4.2.6 identifies and removes EDI barriers which are relevant and proportionate to the Contract; and
- 4.2.7 shall endeavour to use gender-neutral language when providing the Deliverables and in all communications in relation to the Contract;
- 4.3 The Supplier is responsible for;
  - 4.3.1 ensuring that it shows due regard for EDI, including within its policies, programmes, projects, and processes and work carried out on its behalf to meet Contract deliverables; and
  - 4.3.2 how it creates and maintains a diverse workforce.
- 4.4 The Supplier must take all necessary steps, and inform the Authority of the steps taken, to prevent anything that is considered to be unlawful discrimination by any court or tribunal, or the Equality and Human Rights Commission (or any successor organisation) in the performance of the Contract.

## **5. Environment**

5.1 In this section, the following term has the following meaning:

“Net zero” means the balance between the production of man-made greenhouse gases (GHGs) from sources (such as burning fossil fuels, deforestation and refrigerant gases) and the capture in “sinks” ( for example, forests, soil, the ocean and negative emission technologies (NETs).

- 5.2 The Supplier must have a documented management system and controls in place to manage the environmental impacts relevant and proportionate to the Contract.
- 5.3 The Supplier must consider and reduce sustainability impacts which are relevant to the Contract in accordance with 5.2. Without limitation to the generality of paragraph 1.3 of this Annex, when performing its obligations under the Contract the Supplier shall to the reasonable satisfaction of the Authority:
  - 5.3.1 demonstrate that the solutions and the Deliverables eliminate and/or reduce the impacts of embodied carbon and support the Government and Authority in meeting their net zero carbon commitments;

- 5.3.2 demonstrate that the whole life cycle impacts (including end of use) have been considered and reduced;
  - 5.3.3 minimise the consumption of resources and use them efficiently (including water and energy), working towards a circular economy including designing out waste and non-renewable resources, using re-use and closed loop systems;
  - 5.3.4 reduce use of single use consumable items (including packaging), and avoid single use plastic in line with Government Commitments;
  - 5.3.5 avoid use of products that are linked to unsustainable forest management and deforestation;
  - 5.3.6 comply with [Government Buying Standards](#) applicable to Deliverables and use reasonable endeavours to support the Authority in meeting applicable [Greening Government Commitments](#); and
  - 5.3.7 look to enhance the natural environment and connect communities with it.
- 5.4** The Supplier must demonstrate to the Authority the steps that it is taking to further the protection of the environment including:
- 5.4.1 understanding and reducing relevant biosecurity risks (including those relating to plant and tree health from harmful pests and diseases and from Invasive Non-Native Species);
  - 5.4.2 reducing and eliminating hazardous/harmful substances to the environment; and
  - 5.4.3 preventing pollution.
  - 5.4.4 Should an environmental incident occur or if there is a significant near miss these must be reported to the Environment Agency Incident Hotline at the earliest opportunity, and then to the Authority.
- 5.5. In addition, to 5.3.3 and 5.3.4, the Supplier, its sub-contractors; and its [or their] supply chain must;
- 5.5.1 prioritise waste management in accordance with the waste management hierarchy as set out in Law;
- Waste hierarchy;
- (a) prevention;
  - (b) preparing for re-use;
  - (c) recycling;
  - (d) other recovery, e.g. energy recovery; and
  - (e) disposal.

5.5.2 be responsible for ensuring that any waste generated by the Supplier and its sub-contractors; and its [or their] supply chain is sent for recycling, disposal or other recovery as a consequence of this Contract and is taken by a licensed waste carrier to an authorised site for treatment or disposal and that the disposal or treatment of waste complies with Law;

5.5.3 ensure that it and its sub-contractors; and its [or their] supply chain used to undertake recycling disposal or other recovery as a consequence of this Contract do so in a legally compliant way, undertake reasonable checks on a regular basis to ensure this and provide relevant data and evidence of recycling, recovery and disposal;

5.5.4 inform the Authority within one Working Day in the event that a permit, licence or exemption to carry or send waste generated under this Contract is revoked and in circumstances where a permit, licence or exemption to carry or send waste generated under this Contract is revoked the Supplier shall cease to carry or send waste or allow waste to be carried by any sub-contractor until authorisation is obtained from the Authority.

## 6 **Social Value**

7.1 The Supplier will support the Authority in highlighting opportunities to provide wider social, economic, or environmental benefits to local and/or national communities though the delivery of the Contract. Where included as part of the Contract the Supplier will provide details to the Authority of the approach taken and benefits delivered.

7.2 The Supplier will ensure that supply chain opportunities are inclusive and accessible to:

7.2.1 new businesses and entrepreneurs;

7.2.2 small and medium enterprises (SMEs);

7.2.3 voluntary, community and social enterprise (VCSE) organisations; and

7.2.4 mutuals; and

7.2.5 other underrepresented business groups.

The Supplier will identify barriers to these organisations and work actively to remove them, ensuring equal opportunities to compete.

7.3 The Contracts Finder website can be used to help advertise any subcontracting opportunities outside the established supply chain. Other routes advertising to SMEs, VCSE organisations and other underrepresented business groups should be sought to highlight opportunities and encourage a diverse and inclusive supply base.

## Short Form Terms

### 1. Definitions used in the Contract

In this Contract, unless the context otherwise requires, the following words shall have the following meanings:

|                            |   |
|----------------------------|---|
| "Authority"                | means the <b>authority</b> identified in paragraph 3 of the Order Form;   |
| "Authority Data"           | a) the data, text, drawings, diagrams, images or sounds (together with any database made up of any of these) which are embodied in any electronic, magnetic, optical or tangible media, including any of the Authority's confidential information, and which: i) are supplied to the Supplier by or on behalf of the Authority; or ii) the Supplier is required to generate, process, store or transmit pursuant to the Contract; or b) any Personal Data for which the Authority is the Data Controller;                               |
| "Authority Cause"          | any breach of the obligations of the Authority or any other default, act, omission, negligence or statement of the Authority, of its employees, servants, agents in connection with or in relation to the subject-matter of the Contract and in respect of which the Authority is liable to the Supplier;   |
| "Central Government Body"  | for the purposes of this Contract this means a body listed in one of the following sub-categories of the Central Government classification of the Public Sector Classification Guide, as published and amended from time to time by the Office for National Statistics: <ul style="list-style-type: none"> <li>• Government Department;</li> <li>• Non-Departmental Public Body or Assembly Sponsored Public Body (advisory, executive, or tribunal);</li> <li>• Non-Ministerial Department; or</li> <li>• Executive Agency;</li> </ul> |
| "Charges"                  | means the charges for the Deliverables as specified in the Order Form and Annex 3;  |
| "Confidential Information" | means all information, whether written or oral (however recorded), provided by the disclosing Party to the receiving Party and which (i) is known by the receiving Party to be confidential; (ii) is agreed by the Parties to be confidential;  |

|                                     |   |
|-------------------------------------|---|
| "Contract"                          | means this contract between (i) the Authority and (ii) the Supplier which is created by the Supplier signing the Order Form and returning it to the Authority.  |
| "Controller"                        | has the meaning given to it in the "UK GDPR";   |
| "Crown Body"                        | means any department, office or agency of the Crown, including any and all Local Authority bodies;  |
| "Data Loss Event"                   | any event that results, or may result, in unauthorised access to Personal Data held by the Supplier under this Contract, and/or actual or potential loss and/or destruction of Personal Data in breach of this Contract, including any Personal Data Breach;                        |
| "Data Protection Impact Assessment" | an assessment by the Controller of the impact of the envisaged processing on the protection of Personal Data;   |
| "Data Protection Legislation"       | (i) the UK GDPR and any applicable national implementing Laws as amended from time to time; (ii) the Data Protection Act 2018 to the extent that it relates to Processing of personal data and privacy; (iii) all applicable Law about the Processing of personal data and privacy; |
| "Data Protection Officer"           | has the meaning given to it in the GDPR;  |
| "Data Subject"                      | has the meaning given to it in the GDPR;  |
| "Data Subject Access Request"       | a request made by, or on behalf of, a Data Subject in accordance with rights granted pursuant to the Data Protection Legislation to access their Personal Data;   |
| "Date of Delivery"                  | means that date by which the Deliverables must be delivered to the Authority, as specified in the Order Form;   |
| "Deliver"                           | means handing over the Deliverables to the Authority at the address and on the date specified in the Order Form, which shall include unloading and any other specific arrangements agreed in accordance with Clause 4. Delivered and Delivery shall be construed accordingly;       |
| "Deliverables"                      | Goods and/or Services that may be ordered under the Contract including the Documentation;   |



|                          |   |
|--------------------------|---|
| "Documentation"          | descriptions of the Services, technical specifications, user manuals, training manuals, operating manuals, process definitions and procedures, system environment descriptions and all such other documentation (whether in hardcopy or electronic form) that is required to be supplied by the Supplier to the Authority under the Contract as:<br>a) would reasonably be required by a competent third party capable of Good Industry Practice contracted by the Authority to develop, configure, build, deploy, run, maintain, upgrade and test the individual systems that provide the Deliverables<br>b) is required by the Supplier in order to provide the Deliverables; and/or<br>c) has been or shall be generated for the purpose of providing the Deliverables;    |
| "Existing IPR"           | any and all intellectual property rights that are owned by or licensed to either Party and which have been developed independently of the Contract (whether prior to the date of the Contract or otherwise);  |
| "Expiry Date"            | means the date for expiry of the Contract as set out in the Order Form;   |
| "FOIA"                   | means the Freedom of Information Act 2000 together with any guidance and/or codes of practice issued by the Information Commissioner or relevant Government department in relation to such legislation;   |
| "Force Majeure Event"    | any event, occurrence, circumstance, matter or cause affecting the performance by either Party of its obligations under the Contract arising from acts, events, omissions, happenings or non-happenings beyond its reasonable control which prevent or materially delay it from performing its obligations under the Contract but excluding: i) any industrial dispute relating to the Supplier, the Supplier Staff (including any subsets of them) or any other failure in the Supplier or the subcontractor's supply chain; ii) any event, occurrence, circumstance, matter or cause which is attributable to the wilful act, neglect or failure to take reasonable precautions against it by the Party concerned; and iii) any failure of delay caused by a lack of funds; |
| "Goods"                  | means the goods to be supplied by the Supplier to the Authority under the Contract;   |
| "Good Industry Practice" | standards, practices, methods and procedures conforming to the law and the exercise of the degree of skill and care, diligence, prudence and foresight which would reasonably and ordinarily be expected from a skilled and experienced person or body engaged within the relevant industry or business sector;   |
| "Information"            | has the meaning given under section 84 of the FOIA;   |

|                            |  |
|----------------------------|--|
| "Information Commissioner" | the UK's independent authority which deals with ensuring information relating to rights in the public interest and data privacy for individuals is met, whilst promoting openness by public bodies;  |
| "Insolvency Event"         | occurs in respect of a legal person (for example an individual, company or organisation): i) if that person is insolvent; ii) if an order is made or a resolution is passed for the winding up of the person (other than voluntarily for the purpose of solvent amalgamation or reconstruction); iii) if an administrator or administrative receiver is appointed in respect of the whole or any part of the persons assets or business; or iv) if the person makes any arrangement with its creditors or takes or suffers any similar or analogous action to any of the actions detailed in this definition as a result of debt in any jurisdiction whether under the Insolvency Act 1986 or otherwise; |
| "IP Completion Day"        | has the meaning given to it in the European Union (Withdrawal) Act 2018;   |
| "Key Personnel"            | means any persons specified as such in the Order Form or otherwise notified as such by the Authority to the Supplier in writing;   |
| "Law"                      | means any law, statute, subordinate legislation within the meaning of Section 21(1) of the Interpretation Act 1978, bye-law, right within the meaning of Section 4(1) EU Withdrawal Act 2018 as amended by EU (Withdrawal Agreement) Act 2020, regulation, order, regulatory policy, mandatory guidance or code of practice, judgment of a relevant court of law, or directives or requirements of any regulatory body with which the Parties are bound to comply;   |
| "New IPR"                  | all and any intellectual property rights in any materials created or developed by or on behalf of the Supplier pursuant to the Contract but shall not include the Supplier's Existing IPR;   |
| "Order Form"               | means the letter from the Authority to the Supplier printed above these terms and conditions;  |
| "Party"                    | the Supplier or the Authority (as appropriate) and "Parties" shall mean both of them;  |
| "Personal Data"            | has the meaning given to it in the UK GDPR;  |
| "Personal Data Breach"     | has the meaning given to it in the UK GDPR;  |
| "Processing"               | has the mean given to it in the UK GDPR;   |
| "Processor"                | has the meaning given to it in the UK GDPR;  |
| "Purchase Order Number"    | means the Authority's unique number relating to the order for Deliverables to be supplied by the Supplier to the Authority in accordance with the terms of the Contract;   |

|                               |   |
|-------------------------------|---|
| "Regulations"                 | the Public Contracts Regulations 2015 and/or the Public Contracts (Scotland) Regulations 2015 (as the context requires) as amended from time to time;   |
| "Request for Information"     | has the meaning set out in the FOIA or the Environmental Information Regulations 2004 as relevant (where the meaning set out for the term "request" shall apply);   |
| "Services"                    | means the services to be supplied by the Supplier to the Authority under the Contract;  |
| "Specification"               | means the specification for the Deliverables to be supplied by the Supplier to the Authority (including as to quantity, description and quality) as specified in Annex 2;   |
| "Staff Vetting Procedures"    | means vetting procedures that accord with good industry practice or, where applicable, the Authority's procedures for the vetting of personnel as provided to the Supplier from time to time;   |
| "Start Date"                  | Means the start date of the Contract set out in the Order Form;   |
| "Subprocessor"                | any third Party appointed to process Personal Data on behalf of the Supplier related to the Contract;   |
| "Supplier Staff"              | all directors, officers, employees, agents, consultants and contractors of the Supplier and/or of any subcontractor engaged in the performance of the Supplier's obligations under the Contract;  |
| "Supplier"                    | means the person named as Supplier in the Order Form;   |
| "Sustainability Requirements" | means any relevant social or environmental strategies, policies, commitments, targets, plans or requirements that apply to and are set out in the Annex 5;  |
| Tender Submission             | means the Supplier's response to the invitation to the bidder pack (including, for the avoidance of doubt, any clarification provided by the Supplier).   |
| "Term"                        | means the period from the Start Date to the Expiry Date as such period may be extended in accordance with the Order Form or terminated in accordance with Clause 11;  |
| "UK GDPR"                     | means Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (General Data Protection Regulation) (United Kingdom General Data Protection Regulation), as it forms part of the law of England and Wales, Scotland and Northern Ireland by virtue of section 3 of the European Union (Withdrawal) Act 2018 (and see section 205(4); |



|               |   |
|---------------|---|
| "VAT"         | means value added tax in accordance with the provisions of the Value Added Tax Act 1994;  |
| "Workers"     | any one of the Supplier Staff which the Authority, in its reasonable opinion, considers is an individual to which Procurement Policy Note 08/15 (Tax Arrangements of Public Appointees) ( <a href="https://www.gov.uk/government/publications/procurement-policy-note-0815-tax-arrangements-of-appointees">https://www.gov.uk/government/publications/procurement-policy-note-0815-tax-arrangements-of-appointees</a> ) applies in respect of the Deliverables; |
| "Working Day" | means a day (other than a Saturday or Sunday) on which banks are open for business in the City of London.   |

## 2. Understanding the Contract

In the Contract, unless the context otherwise requires:

2.1 references to numbered clauses are references to the relevant clause in these terms and conditions and references to numbered paragraphs are references to the paragraph in the relevant Annex;

2.2 any obligation on any Party not to do or omit to do anything shall include an obligation not to allow that thing to be done or omitted to be done;

2.3 the headings in this Contract are for information only and do not affect the interpretation of the Contract;

2.4 references to "writing" include printing, display on a screen and electronic transmission and other modes of representing or reproducing words in a visible form;

2.5 the singular includes the plural and vice versa;

2.6 a reference to any law includes a reference to that law as amended, extended, consolidated or re-enacted from time to time and to any legislation or byelaw made under that law;

2.7 any reference in this Contract which immediately before the IP Completion Day (or such later date when relevant EU law ceases to have effect pursuant to Section 1A of the European Union (Withdrawal) Act 2018) is a reference to (as it has effect from time to time):

- i. any EU regulation, EU decision, EU tertiary legislation or provision of the European Economic Area ("EEA") agreement ("EU References") which is to form part of domestic law by application of Section 3 of the European Union (Withdrawal) Act 2018 and which shall be read on and after IP Completion Day as a reference to the EU References as they form part of domestic law by virtue of Section 3 of the European Union (Withdrawal) Act 2018 as modified by domestic law from time to time; and

- ii. any EU institution or EU authority or other such EU body shall be read on and after the date of exit from the EU as a reference to the UK institution, authority or body to which its functions were transferred.

2.8 the word 'including', "for example" and similar words shall be understood as if they were immediately followed by the words "without limitation";

2.9 a person includes a natural person, corporate or unincorporated body (whether or not having separate legal personality);

2.10 any Annexes form part of this Contract and shall have effect as if set out in full in the body of this Contract. Any reference to this Contract includes the Annexes; and

2.11 all undefined words and expressions are to be given their normal English meaning within the context of this Contract. Any dispute as to the interpretation of such undefined words and expressions shall be settled by reference to the definition in the Shorter Oxford English Dictionary.

### 3. How the Contract works

3.1 The Order Form is an offer by the Authority to purchase the Deliverables subject to and in accordance with the terms and conditions of the Contract.

3.2 The Supplier is deemed to accept the offer in the Order Form when the Authority receives a copy of the Order Form signed by the Supplier.

3.3 The Supplier warrants and represents that its Tender Submission and all statements made and documents submitted as part of the procurement of Deliverables are and remain true and accurate.

### 4. What needs to be delivered

#### 4.1 All Deliverables

(a) The Supplier must provide Deliverables: (i) in accordance with the Specification and Tender Submission; (ii) to a professional standard; (iii) using all reasonable skill and care; (iv) using Good Industry Practice; (v) using its own policies, processes and internal quality control measures as long as they don't conflict with the Contract; (vi) in accordance with such policies and procedures of the Authority (as amended from time to time) that may be specified in the Contract (vii) on the dates agreed; and (viii) in compliance with all applicable Law.

(b) Without prejudice to the Specification the Supplier must provide Deliverables with a warranty of at least 90 days (or longer where the Supplier offers a longer warranty period to the Authority) from Delivery against all obvious damage or defects.

## 4.2 Goods clauses

(a) All Goods Delivered must be capable of meeting the requirements set out in the Specification and be either (i) new and of recent origin, (ii) reused or (iii) recycled.

(b) All manufacturer warranties covering the Goods will be assigned to the Authority on request and for free.

(c) The Supplier transfers ownership of the Goods on completion of Delivery (including off-loading and stacking) or payment for those Goods, whichever is earlier.

(d) Risk in the Goods transfers to the Authority on Delivery but remains with the Supplier if the Authority notices any damage or defect following Delivery and lets the Supplier know within three Working Days of Delivery.

(e) The Supplier must have full and unrestricted ownership of the Goods at the time of transfer of ownership.

(f) The Supplier must Deliver the Goods on the date and to the specified location during the Authority's working hours.

(g) The Supplier, its subcontractor(s) and supply chain must minimise packaging used whilst providing sufficient packaging for the Goods to reach the point of Delivery safely and undamaged. The Supplier must take back any primary packaging where it is possible to do so. Packaging must be 100% re-usable, recyclable or compostable, use recycled content where reasonably practicable and support the Government's commitment to eliminate single use plastic.

(h) All Deliveries must have a delivery note attached that specifies the order number, type, quantity of Goods, contact and details of traceability through the supply chain.

(i) The Supplier must provide all tools, information and instructions the Authority needs to make use of the Goods. This will include, where appropriate, any operation manuals which, unless specified otherwise, will be written in English and provided in electronic form.

(j) The Supplier will notify the Authority of any request that Goods are returned to it or the manufacturer after the discovery of safety issues or defects that might endanger health or hinder performance and shall indemnify the Authority against the costs arising as a result of any such request. Goods must be disposed of in line with the waste management hierarchy as set out in Law. The Supplier will provide evidence and transparency of the items and routes used for disposal to the Authority on request.

(k) The Authority can cancel any order or part order of Goods which have not been Delivered. If the Authority gives less than 14 calendar days' notice then it

will pay the Supplier's reasonable and proven costs already incurred on the cancelled order as long as the Supplier takes all reasonable steps to minimise these costs.

(l) The Supplier must at its own cost repair, replace, refund or substitute (at the Authority's option and request) any Goods that the Authority rejects because they don't conform with clause 4.2. If the Supplier doesn't do this it will pay the Authority's costs including repair or re-supply by a third party.

(m) The Authority will not be liable for any actions, claims, costs and expenses incurred by the Supplier or any third party during Delivery of the Goods unless and to the extent that it is caused by negligence or other wrongful act of the Authority or its servant or agent. If the Authority suffers or incurs any damage or injury (whether fatal or otherwise) occurring in the course of Delivery or installation then the Supplier shall indemnify from all losses, damages, costs or expenses (including professional fees and fines) which arise as a result of or in connection with such damage or injury where it is attributable to any act or omission of the Supplier or, where related to the Contract, any of its subcontractors or suppliers.

### **4.3 Services clauses**

(a) Late delivery of the Services will be a breach of the Contract.

(b) The Supplier must co-operate with the Authority and third party suppliers on all aspects connected with the delivery of the Services and ensure that Supplier Staff comply with any reasonable instructions including any security requirements.

(c) The Authority must provide the Supplier Staff with reasonable access to its premises at such reasonable times agreed with the Authority for the purpose of supplying the Services.

(d) The Supplier must at its own risk and expense provide all equipment required to deliver the Services. Any equipment provided by the Authority to the Supplier for supplying the Services remains the property of the Authority and is to be returned to the Authority on expiry or termination of the Contract.

(e) The Supplier must allocate sufficient resources and appropriate expertise to the Contract.

(f) The Supplier must take all reasonable care to ensure performance does not disrupt the Authority's operations, employees or other contractors.

(g) On completion of the Services, the Supplier is responsible for leaving the Authority's premises in a clean, safe and tidy condition and making good any damage that it has caused to the Authority's premises or property, other than fair wear and tear and any pre-existing cleanliness, safety or tidiness issue at the Authority's premises that existed before the commencement of the Term.

(h) The Supplier must ensure all Services, and anything used to deliver the Services, are of the required quality and free from damage or defects.

(i) The Authority is entitled to withhold payment for partially or undelivered Services or for Services which are not delivered in accordance with the Contract but doing so does not stop it from using its other rights under the Contract.

## 5. Pricing and payments

5.1 In exchange for the Deliverables delivered, the Supplier shall be entitled to invoice the Authority for the charges in Annex 3. The Supplier shall raise invoices promptly and in any event within 90 days from when the charges are due.

5.2 All Charges:

(a) exclude VAT, which is payable on provision of a valid VAT invoice and charged at the prevailing rate;

(b) include all costs connected with the supply of Deliverables.

5.3 The Authority must pay the Supplier the charges within 30 days of receipt by the Authority of a valid, undisputed invoice, in cleared funds to the Supplier's account stated in the Order Form.

5.4 A Supplier invoice is only valid if it:

(a) includes all appropriate references including the Purchase Order Number and other details reasonably requested by the Authority as set out in Annex 3; and

(b) includes a detailed breakdown of Deliverables which have been delivered (if any).

Details of the Authority's requirements for a valid invoice at the Start Date are set out in Annex 3.

5.5 If there is a dispute between the Parties as to the amount invoiced, the Authority shall pay the undisputed amount. The Supplier shall not suspend the provision of the Deliverables unless the Supplier is entitled to terminate the Contract for a failure to pay undisputed sums in accordance with clause 11.6. Any disputed amounts shall be resolved through the dispute resolution procedure detailed in clause 35.

5.6 If any sum of money is recoverable from or payable by the Supplier under the Contract (including any sum which the Supplier is liable to pay to the Authority in respect of any breach of the Contract), that sum may be deducted unilaterally by the Authority from any sum then due, or which may become due, to the Supplier under the Contract or under any other agreement or contract with the Authority. The Supplier shall not be entitled to assert any credit, set-off or counterclaim against the Authority in order to justify withholding payment of any such amount in whole or in part.



5.7 The Supplier must ensure that its subcontractors and supply chain are paid, in full, within 30 days of receipt of a valid, undisputed invoice. If this doesn't happen, the Authority can publish the details of the late payment or non-payment.

## 6. The Authority's obligations to the Supplier

6.1 If the Supplier fails to comply with the Contract as a result of an Authority Cause:

- (a) the Authority cannot terminate the Contract under clause 11 on account of the failure to comply, provided this will not prejudice the Authority's right to terminate for another cause that may exist at the same time;
- (b) the Supplier will be relieved from liability for the performance of its obligations under the Contract to the extent that it is prevented from performing them by the Authority Cause and will be entitled to such reasonable and proven additional expenses that arise as a direct result of the Authority Cause;
- (c) the Supplier is entitled to any additional time needed to deliver the Deliverables as a direct result of the Authority's Cause;
- (d) the Supplier cannot suspend the ongoing supply of Deliverables.

6.2 Clause 6.1 only applies if the Supplier:

- (a) gives notice to the Authority within 10 Working Days of becoming aware of an Authority Cause, such notice setting out in detail with supporting evidence the known reasons for the Authority Cause;
- (b) demonstrates that the failure only happened because of the Authority Cause;
- (c) has used all reasonable endeavours to mitigate the impact of the Authority Cause.

## 7. Record keeping and reporting

7.1 The Supplier must ensure that suitably qualified (and authorised) representatives attend progress meetings with the Authority and provide progress reports when specified in Annex 3.

7.2 The Supplier must keep and maintain full and accurate records and accounts on everything to do with the Contract for seven years after the date of expiry or termination of the Contract.

7.3 The Supplier must allow any auditor appointed by the Authority access to their premises to verify all contract accounts and records of everything to do with the Contract and provide copies for the audit.

7.4 The Supplier must provide information to the auditor and reasonable co-operation at their request.

7.5 If the Supplier is not providing any of the Deliverables, or is unable to provide them, it must immediately:

- (a) tell the Authority and give reasons;
- (b) propose corrective action;
- (c) agree a deadline with the Authority for completing the corrective action.

7.6 If the Authority, acting reasonably, is concerned either:

- (a) as to the financial stability of the Supplier such that it may impact on the continued performance of the Contract; or
- (b) as to the sustainability or health and safety conduct of the Supplier, subcontractors and supply chain in the performance of the Contract;

then the Authority may:

- (i) require that the Supplier provide to the Authority (for its approval) a plan setting out how the Supplier will ensure continued performance of the Contract (in the case of (a)) or improve its sustainability conduct or performance (in the case of (b)) and the Supplier will make changes to such plan as reasonably required by the Authority and once it is agreed then the Supplier shall act in accordance with such plan and report to the Authority on demand
- (ii) if the Supplier fails to provide a plan or fails to agree any changes which are requested by the Authority or materially fails to implement or provide updates on progress with the plan, terminate the Contract immediately for material breach (or on such date as the Authority notifies).

## 8. Supplier staff

8.1 The Supplier Staff involved in the performance of the Contract must:

- a) be appropriately trained and qualified;
- b) be vetted using Good Industry Practice and in accordance with the instructions issued by the Authority in the Order Form;
- c) comply with the Authority's conduct requirements when on the Authority's premises including, without limitation, those Sustainability Requirements relating to Equality, Diversity & Inclusion (EDI) contained in Annex 5; and
- d) be informed about those specific requirements referred to in Clause 13.2.

8.2 Where an Authority decides one of the Supplier's Staff isn't suitable to work on the Contract, the Supplier must replace them with a suitably qualified alternative.

8.3 If requested, the Supplier must replace any person whose acts or omissions have caused the Supplier to breach clause 8.

8.4 The Supplier must provide a list of Supplier Staff needing to access the Authority's premises and say why access is required.

8.5 The Supplier indemnifies the Authority against all losses, damages, costs or expenses (including professional fees and fines) arising from claims brought against it by any Supplier Staff caused by an act or omission of the Supplier or any other Supplier Staff.

8.6 The Supplier shall use those persons nominated in the Order Form (if any) to provide the Deliverables and shall not remove or replace any of them unless:

- (a) requested to do so by the Authority;
- (b) the person concerned resigns, retires or dies or is on maternity, adoption, shared parental leave or long-term sick leave; or
- (c) the person's employment or contractual arrangement with the Supplier or any subcontractor is terminated.

## 9. Rights and protection

9.1 The Supplier warrants and represents that:

- (a) it has full capacity and authority to enter into and to perform the Contract;
- (b) the Contract is executed by its authorised representative;
- (c) it is a legally valid and existing organisation incorporated in the place it was formed;
- (d) there are no known legal or regulatory actions or investigations before any court, administrative body or arbitration tribunal pending or threatened against it or its affiliates that might affect its ability to perform the Contract;
- (e) it maintains all necessary rights, authorisations, licences and consents to perform its obligations under the Contract;
- (f) it doesn't have any contractual obligations which are likely to have a material adverse effect on its ability to perform the Contract; and
- (g) it is not impacted by an Insolvency Event.

9.2 The warranties and representations in clause 9.1 are repeated each time the Supplier provides Deliverables under the Contract.

9.3 The Supplier indemnifies the Authority against each of the following:

- (a) wilful misconduct of the Supplier, any of its subcontractor and/or Supplier Staff that impacts the Contract;
- (b) non-payment by the Supplier of any tax or National Insurance.

9.4 If the Supplier becomes aware of a representation or warranty that becomes untrue or misleading, it must immediately notify the Authority.

9.5 All third party warranties and indemnities covering the Deliverables must be assigned for the Authority's benefit by the Supplier.

## 10. Intellectual Property Rights (IPRs)

10.1 Each Party keeps ownership of its own Existing IPRs. The Supplier gives the Authority a non-exclusive, perpetual, royalty-free, irrevocable, transferable worldwide licence to use, change and sub-license the Supplier's Existing IPR to enable it and its sub-licensees to both:

- (a) receive and use the Deliverables;
- (b) use the New IPR.

10.2 Any New IPR created under the Contract is owned by the Authority. The Authority gives the Supplier a licence to use any Existing IPRs for the purpose of fulfilling its obligations under the Contract and a perpetual, royalty-free, non-exclusive licence to use any New IPRs.

10.3 Where a Party acquires ownership of intellectual property rights incorrectly under this Contract it must do everything reasonably necessary to complete a transfer assigning them in writing to the other Party on request and at its own cost.

10.4 Neither Party has the right to use the other Party's intellectual property rights, including any use of the other Party's names, logos or trademarks, except as provided in clause 10 or otherwise agreed in writing.

10.5 If any claim is made against the Authority for actual or alleged infringement of a third party's intellectual property arising out of, or in connection with, the supply or use of the Deliverables (an "**IPR Claim**"), then the Supplier indemnifies the Authority against all losses, damages, costs or expenses (including professional fees and fines) incurred as a result of the IPR Claim.

10.6 If an IPR Claim is made or anticipated the Supplier must at its own expense and the Authority's sole option, either:

(a) obtain for the Authority the rights in clauses 10.1 and 10.2 without infringing any third party intellectual property rights;

(b) replace or modify the relevant item with substitutes that don't infringe intellectual property rights without adversely affecting the functionality or performance of the Deliverables.

## 11. Ending the contract

11.1 The Contract takes effect on the date of or (if different) the date specified in the Order Form and ends on the earlier of the date of expiry or termination of the Contract or earlier if required by Law.

11.2 The Authority can extend the Contract where set out in the Order Form in accordance with the terms in the Order Form.

### Ending the Contract without a reason

11.3 The Authority has the right to terminate the Contract at any time without reason or liability by giving the Supplier not less than 90 days' written notice and if the Contract is terminated, clause 11.5(b) to 11.5(g) applies.

### When the Authority can end the Contract

11.4 (a) If any of the following events happen, the Authority has the right to immediately terminate its Contract by issuing a termination notice in writing to the Supplier:

(i) there is a Supplier Insolvency Event;

(ii) if the Supplier repeatedly breaches the Contract in a way to reasonably justify in the Authority's opinion that the Supplier's conduct is inconsistent with it having the intention or ability to give effect to the terms and conditions of the Contract;

(iii) if the Supplier is in material breach of any obligation which is capable of remedy, and that breach is not remedied within 30 days of the Supplier receiving notice specifying the breach and requiring it to be remedied. Where a material breach is not capable of remedy, the Authority has the right to immediately terminate the Contract;

(iv) there is a change of control (within the meaning of section 450 of the Corporation Tax Act 2010) of the Supplier which isn't pre-approved by the Authority in writing;

(v) if the Authority discovers that the Supplier was in one of the situations in 57 (1) or 57(2) of the Regulations at the time the Contract was awarded;

(vi) the Supplier or its affiliates embarrass or bring the Authority into disrepute or diminish the public trust in them;

(vii) where a right to terminate described in clause 27 occurs;

(viii) the Supplier is in breach of any of its health, safety and well-being obligations under clause 28.1(a); and

(ix) where, in accordance with clause 33.3, there is or may be an actual or potential conflict of interest.

(b) If any of the events in 73(1) (a) to (c) of the Regulations (substantial modification, exclusion of the Supplier, procurement infringement) happen, the Authority has the right to immediately terminate the Contract and clause 11.5(a) to 11.5(g) applies.

### **11.5 What happens if the Contract ends**

Where the Authority terminates the Contract under clause 11.4 all of the following apply:

(a) the Supplier is responsible for the Authority's reasonable costs of procuring replacement deliverables for the rest of the Term ;

(b) the Authority's payment obligations under the terminated Contract stop immediately;

(c) accumulated rights of the Parties are not affected;

(d) the Supplier must promptly delete or return the Authority Data except where required to retain copies by law;

(e) the Supplier must promptly return any of the Authority's property provided under the Contract;

(f) the Supplier must, at no cost to the Authority, give all reasonable assistance to the Authority and any incoming supplier and co-operate fully in the handover and re-procurement;

(g) the following clauses survive the termination of the Contract: 3.3, 7.2, 7.3, 7.4, 9, 10, 12, 13.3, 14, 15, 16, 17, 18, 19, 20, 32, 35, 36 and any clauses or provisions within the Order Form or the Annexes which are expressly or by implication intended to continue.

### **11.6 When the Supplier can end the Contract**

(a) The Supplier can issue a reminder notice if the Authority does not pay an undisputed invoice on time. The Supplier can terminate the Contract if the Authority fails to pay an undisputed invoiced sum due and worth over 10% of the total Contract value or £1,000, whichever is the lower, within 30 days of the date of the reminder notice.

(b) If a Supplier terminates the Contract under clause 11.6(a):

(i) the Authority must promptly pay all outstanding charges incurred to the Supplier;

(ii) the Authority must pay the Supplier reasonable committed and unavoidable losses as long as the Supplier provides a fully itemised and costed schedule with satisfactory evidence - the maximum value of this payment is limited to the total sum payable to the Supplier if the Contract had not been terminated;

(iii) clauses 11.5(d) to 11.5(g) apply.

## **11.7 Partially ending and suspending the Contract**

(a) Where the Authority has the right to terminate the Contract it can terminate or suspend (for any period), all or part of it. If the Authority suspends the Contract it can provide the Deliverables itself or buy them from a third party.

(b) The Authority can only partially terminate or suspend the Contract if the remaining parts of it can still be used to effectively deliver the intended purpose.

(c) The Parties must agree (in accordance with clause 25) any necessary variation required by clause 11.7, but the Supplier may neither:

(i) reject the variation; nor

(ii) increase the Charges, except where the right to partial termination is under clause 11.3.

(d) The Authority can still use other rights available, or subsequently available to it if it acts on its rights under clause 11.7.

## **12. How much you can be held responsible for**

12.1 Each Party's total aggregate liability under or in connection with the Contract (whether in tort, contract or otherwise) is no more than the value of the Charges or £5,000,000 (five million pounds) [whichever is higher] unless specified in the Order Form.

12.2 No Party is liable to the other for:

(a) any indirect losses;

(b) loss of profits, turnover, savings, business opportunities or damage to goodwill (in each case whether direct or indirect).

12.3 In spite of clause 12.1, neither Party limits or excludes any of the following:

(a) its liability for death or personal injury caused by its negligence, or that of its employees, agents or subcontractors;

(b) its liability for bribery or fraud or fraudulent misrepresentation by it or its employees;

(c) any liability that cannot be excluded or limited by law.

12.4 In spite of clause 12.1, the Supplier does not limit or exclude its liability for any indemnity given under clauses 4.2(j), 4.2(m), 8.5, 9.3, 10.5, 13.3, 15.28(e) or 31.2(b).

12.5 Each Party must use all reasonable endeavours to mitigate any loss or damage which it suffers under or in connection with the Contract, including where the loss or damage is covered by any indemnity.

12.6 If more than one Supplier is party to the Contract, each Supplier Party is fully responsible for both their own liabilities and the liabilities of the other Suppliers.

### 13. Obeying the law

13.1 The Supplier must, in connection with provision of the Deliverables:

- (a) comply with all applicable Law;
- (b) comply with the Sustainability Requirements
- (c) use reasonable endeavours to comply and procure that its subcontractors comply with the Supplier Code of Conduct appearing at:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/779660/20190220-Supplier\\_Code\\_of\\_Conduct.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/779660/20190220-Supplier_Code_of_Conduct.pdf)

13.2 The Sustainability Requirements and the requirements set out in Clause 27, 28 and 30 must be explained to the Supplier's Staff, subcontractors and suppliers who are involved in the performance of the Supplier's obligations under the Contract and where it is relevant to their role and equivalent obligations must be included in any contract with any suppliers or subcontractor that is connected to the Contract.

13.3 The Supplier indemnifies the Authority against all losses, damages, costs or expenses (including professional fees and fines) resulting from any default by the Supplier relating to any applicable Law to do with the Contract.

13.4 The Supplier must appoint a Compliance Officer who must be responsible for ensuring that the Supplier complies with the Law and its obligations under the Contract.

13.5 "Compliance Officer" the person(s) appointed by the Supplier who is responsible for ensuring that the Supplier complies with its legal and other obligations under the Contract.



13.6 The Supplier will provide such evidence of compliance with its obligations under this Clause 13 as the Authority reasonably requests.

## 14. Insurance

14.1 The Supplier must, at its own cost, obtain and maintain the required insurances as set out in the Order Form.

14.2 The Supplier will provide evidence of the required insurances on request from the Authority.

## 15. Data protection

15.1 The Authority is the Controller and the Supplier is the Processor for the purposes of the Data Protection Legislation.

15.2 The Supplier must process Personal Data and ensure that Supplier Staff process Personal Data only in accordance with this Contract.

15.3 The Supplier shall take all reasonable measures relating to the security of processing which are required pursuant to Article 32 of the UK GDPR including, without limitation, those security measures specified in this clause 15.

15.4 The Supplier must not remove any ownership or security notices in or relating to the Authority Data.

15.5 The Supplier must make accessible back-ups of all Authority Data, stored in an agreed off-site location and send the Authority copies every six Months.

15.6 The Supplier must ensure that any Supplier system holding any Authority Data, including back-up data, is a secure system that complies with the security requirements specified in writing by the Authority.

15.7 If at any time the Supplier suspects or has reason to believe that the Authority Data provided under the Contract is corrupted, lost or sufficiently degraded, then the Supplier must notify the Authority and immediately suggest remedial action.

15.8 If the Authority Data is corrupted, lost or sufficiently degraded so as to be unusable the Authority may either or both:

(a) tell the Supplier to restore or get restored Authority Data as soon as practical but no later than five Working Days from the date that the Authority receives notice, or the Supplier finds out about the issue, whichever is earlier;

(b) restore the Authority Data itself or using a third party.

15.9 The Supplier must pay each Party's reasonable costs of complying with clause 15.8 unless the Authority is at fault.

15.10 Only the Authority can decide what processing of Personal Data a Supplier can do under the Contract and must specify it for the Contract using the template in Annex 1 of the Order Form (*Authorised Processing*).

15.11 The Supplier must only process Personal Data if authorised to do so in the Annex to the Order Form (*Authorised Processing*) by the Authority. Any further written instructions relating to the processing of Personal Data are incorporated into Annex 1 of the Order Form.

15.12 The Supplier must give all reasonable assistance to the Authority in the preparation of any Data Protection Impact Assessment before starting any processing, including:

- (a) a systematic description of the expected processing and its purpose;
- (b) the necessity and proportionality of the processing operations;
- (c) the risks to the rights and freedoms of Data Subjects;
- (d) the intended measures to address the risks, including safeguards, security measures and mechanisms to protect Personal Data.

15.13 The Supplier must notify the Authority immediately if it thinks the Authority's instructions breach the Data Protection Legislation.

15.14 The Supplier must put in place appropriate Protective Measures to protect against a Data Loss Event which must be approved by the Authority.

15.15 If lawful to notify the Authority, the Supplier must notify it if the Supplier is required to process Personal Data by Law promptly and before processing it.

15.16 The Supplier must take all reasonable steps to ensure the reliability and integrity of any Supplier Staff who have access to the Personal Data and ensure that they:

- (a) are aware of and comply with the Supplier's duties under this clause 15;
- (b) are subject to appropriate confidentiality undertakings with the Supplier or any Subprocessor;
- (c) are informed of the confidential nature of the Personal Data and do not provide any of the Personal Data to any third party unless directed in writing to do so by the Authority or as otherwise allowed by the Contract;
- (d) have undergone adequate training in the use, care, protection and handling of Personal Data.

15.17 The Supplier must not transfer Personal Data outside of the EU unless all of the following are true:

- (a) it has obtained prior written consent of the Authority;
- (b) the Authority has decided that there are appropriate safeguards (in accordance with Article 46 of the UK GDPR);
- (c) the Data Subject has enforceable rights and effective legal remedies when transferred;
- (d) the Supplier meets its obligations under the Data Protection Legislation by providing an adequate level of protection to any Personal Data that is transferred;
- (e) where the Supplier is not bound by Data Protection Legislation it must use its best endeavours to help the Authority meet its own obligations under Data Protection Legislation; and
- (f) the Supplier complies with the Authority's reasonable prior instructions about the processing of the Personal Data.

15.18 The Supplier must notify the Authority immediately if it:

- (a) receives a Data Subject Access Request (or purported Data Subject Access Request);
- (b) receives a request to rectify, block or erase any Personal Data;
- (c) receives any other request, complaint or communication relating to either Party's obligations under the Data Protection Legislation;
- (d) receives any communication from the Information Commissioner or any other regulatory authority in connection with Personal Data processed under this Contract;
- (e) receives a request from any third party for disclosure of Personal Data where compliance with the request is required or claims to be required by Law;
- (f) becomes aware of a Data Loss Event.

15.19 Any requirement to notify under clause 15.17 includes the provision of further information to the Authority in stages as details become available.

15.20 The Supplier must promptly provide the Authority with full assistance in relation to any Party's obligations under Data Protection Legislation and any complaint, communication or request made under clause 15.17. This includes giving the Authority:

- (a) full details and copies of the complaint, communication or request;

- (b) reasonably requested assistance so that it can comply with a Data Subject Access Request within the relevant timescales in the Data Protection Legislation;
- (c) any Personal Data it holds in relation to a Data Subject on request;
- (d) assistance that it requests following any Data Loss Event;
- (e) assistance that it requests relating to a consultation with, or request from, the Information Commissioner's Office.

15.21 The Supplier must maintain full, accurate records and information to show it complies with this clause 15. This requirement does not apply where the Supplier employs fewer than 250 staff, unless either the Authority determines that the processing:

- (a) is not occasional;
- (b) includes special categories of data as referred to in Article 9(1) of the UK GDPR or Personal Data relating to criminal convictions and offences referred to in Article 10 of the UK GDPR;
- (c) is likely to result in a risk to the rights and freedoms of Data Subjects.

15.22 The Supplier will make available to the Authority all information necessary to demonstrate compliance with clause 15 and allow for and contribute to audits, including inspections, conducted by the Authority or another auditor appointed by the Authority.

15.23 The Supplier must appoint a Data Protection Officer responsible for observing its obligations in this Contract and give the Authority their contact details.

15.24 Before allowing any Subprocessor to process any Personal Data, the Supplier must:

- (a) notify the Authority in writing of the intended Subprocessor and processing;
- (b) obtain the written consent of the Authority;
- (c) enter into a written contract with the Subprocessor so that this clause 15 applies to the Subprocessor;
- (d) provide the Authority with any information about the Subprocessor that the Authority reasonably requires.

15.25 The Supplier remains fully liable for all acts or omissions of any Subprocessor.

15.26 At any time the Authority can, with 30 Working Days' notice to the Supplier, change this clause 15 to:

(a) replace it with any applicable standard clauses (between the controller and processor) or similar terms forming part of an applicable certification scheme under UK GDPR Article 42;

(b) ensure it complies with guidance issued by the Information Commissioner's Office.

15.27 The Parties agree to take account of any non-mandatory guidance issued by the Information Commissioner's Office.

15.28 The Supplier:

(a) must provide the Authority with all Authority Data in an agreed open format within 10 Working Days of a written request;

(b) must have documented processes to guarantee prompt availability of Authority Data if the Supplier stops trading;

(c) must securely destroy all storage media that has held Authority Data at the end of life of that media using Good Industry Practice;

(d) must securely erase or return all Authority Data and any copies it holds when asked to do so by the Authority unless required by Law to retain it;

(e) indemnifies the Authority against any and all losses, damages, costs or expenses (including professional fees and fines) incurred if the Supplier breaches clause 15 and any Data Protection Legislation.

## 16. What you must keep confidential

16.1 Each Party must:

(a) keep all Confidential Information it receives confidential and secure;

(b) not disclose, use or exploit the disclosing Party's Confidential Information without the disclosing Party's prior written consent, except for the purposes anticipated under the Contract;

(c) immediately notify the disclosing Party if it suspects unauthorised access, copying, use or disclosure of the Confidential Information.

16.2 In spite of clause 16.1, a Party may disclose Confidential Information which it receives from the disclosing Party in any of the following instances:

(a) where disclosure is required by applicable law, permitted in respect of an audit pursuant to clause 7.3, or by a court with the relevant jurisdiction if the recipient Party notifies the disclosing Party of the full circumstances, the affected Confidential Information and extent of the disclosure;

- (b) if the recipient Party already had the information without obligation of confidentiality before it was disclosed by the disclosing Party;
- (c) if the information was given to it by a third party without obligation of confidentiality;
- (d) if the information was in the public domain at the time of the disclosure;
- (e) if the information was independently developed without access to the disclosing Party's Confidential Information;
- (f) to its auditors or for the purposes of regulatory requirements;
- (g) on a confidential basis, to its professional advisers on a need-to-know basis;
- (h) to the Serious Fraud Office where the recipient Party has reasonable grounds to believe that the disclosing Party is involved in activity that may be a criminal offence under the Bribery Act 2010.

16.3 The Supplier may disclose Confidential Information on a confidential basis to Supplier Staff on a need-to-know basis to allow the Supplier to meet its obligations under the Contract. The Supplier Staff must enter into a direct confidentiality agreement with the Authority at its request.

16.4 The Authority may disclose Confidential Information in any of the following cases:

- (a) on a confidential basis to the employees, agents, consultants and contractors of the Authority;
- (b) on a confidential basis to any other Central Government Body, any successor body to a Central Government Body or any organisation that the Authority transfers or proposes to transfer all or any part of its business to;
- (c) if the Authority (acting reasonably) considers disclosure necessary or appropriate to carry out its public functions;
- (d) where requested by Parliament; and/or
- (e) under clauses 5.7 and 17.

16.5 For the purposes of clauses 16.2 to 16.4 references to disclosure on a confidential basis means disclosure under a confidentiality agreement or arrangement including terms as strict as those required in clause 16.

16.6 Information which is exempt from disclosure by clause 17 is not Confidential Information.

16.7 The Supplier must not make any press announcement or publicise the Contract or any part of it in any way, without the prior written consent of the Authority and must take all reasonable steps to ensure that Supplier Staff do not either.

16.8 Where essential to comply with or carry out their statutory functions the Authority may disclose Confidential Information.

## **17. When you can share information**

17.1 The Supplier must tell the Authority within 48 hours if it receives a Request For Information.

17.2 Within the required timescales the Supplier must give the Authority full co-operation and information needed so the Authority can:

- (a) comply with any Freedom of Information Act (FOIA) request;
- (b) comply with any Environmental Information Regulations (EIR) request.

17.3 The Authority may talk to the Supplier to help it decide whether to publish information under clause 17. However, the extent, content and format of the disclosure is the Authority's decision, which does not need to be reasonable.

## **18. Invalid parts of the contract**

If any part of the Contract is prohibited by Law or judged by a court to be unlawful, void or unenforceable, it must be read as if it was removed from that Contract as much as required and rendered ineffective as far as possible without affecting the rest of the Contract, whether it's valid or enforceable.

## **19. No other terms apply**

The provisions expressly incorporated into the Contract are the entire agreement between the Parties. The Contract replaces all previous statements and agreements whether written or oral. No other provisions apply.

## **20. Other people's rights in a contract**

No third parties may use the Contracts (Rights of Third Parties) Act 1999 (CRTPA) to enforce any term of the Contract unless stated (referring to CRTPA) in the Contract. This does not affect third party rights and remedies that exist independently from CRTPA.

## **21. Circumstances beyond your control**

21.1 Any Party affected by a Force Majeure Event is excused from performing its obligations under the Contract while the inability to perform continues, if it both:

(a) provides written notice to the other Party;

(b) uses all reasonable measures practical to reduce the impact of the Force Majeure Event.

21.2 Either party can partially or fully terminate the Contract if the provision of the Deliverables is materially affected by a Force Majeure Event and the impact of such event lasts for 90 days continuously.

21.3 Where a Party terminates under clause 21.2:

(a) each party must cover its own losses;

(b) clause 11.5(b) to 11.5(g) applies.

## **22. Relationships created by the contract**

The Contract does not create a partnership, joint venture or employment relationship. The Supplier must represent themselves accordingly and ensure others do so.

## **23. Giving up contract rights**

A partial or full waiver or relaxation of the terms of the Contract is only valid if it is stated to be a waiver in writing to the other Party.

## **24. Transferring responsibilities**

24.1 The Supplier cannot assign the Contract, or any rights under it, without the Authority's written consent.

24.2 The Authority can assign, novate or transfer its Contract or any part of it to any Crown Body, any contracting authority within the meaning of the Regulations or any private sector body which performs the functions of the Authority.

24.3 When the Authority uses its rights under clause 24.2 the Supplier must enter into a novation agreement in the form that the Authority specifies.

24.4 The Supplier remains responsible for all acts and omissions of the Supplier Staff as if they were its own.

24.5 If the Authority asks the Supplier for details about its subcontractors and/or supply chain, the Supplier must provide such details as the Authority reasonably requests including, without limitation:

- (a) their name;
- (b) the scope of their appointment; and
- (c) the duration of their appointment.



## 25. Changing the contract

25.1 Either Party can request a variation to the Contract which is only effective if agreed in writing and signed by both Parties. No oral modifications to the Contract shall be effective. The Authority is not required to accept a variation request made by the Supplier.

## 26. How to communicate about the contract

26.1 All notices under the Contract must be in writing and are considered effective on the Working Day of delivery as long as they're delivered before 5:00pm on a Working Day. Otherwise the notice is effective on the next Working Day. An email is effective when sent unless an error message is received.

26.2 Notices to the Authority or Supplier must be sent to their address in the Order Form.

26.3 This clause does not apply to the service of legal proceedings or any documents in any legal action, arbitration or dispute resolution.

## 27. Preventing fraud, bribery and corruption

27.1 The Supplier shall not:

- (a) commit any criminal offence referred to in the Regulations 57(1) and 57(2);

- (b) offer, give, or agree to give anything, to any person (whether working for or engaged by the Authority or any other public body) an inducement or reward for doing, refraining from doing, or for having done or refrained from doing, any act in relation to the obtaining or execution of the Contract or any other public function or for showing or refraining from showing favour or disfavour to any person in relation to the Contract or any other public function.

27.2 The Supplier shall take all reasonable steps (including creating, maintaining and enforcing adequate policies, procedures and records), in accordance with good industry practice, to prevent any matters referred to in clause 27.1 and any fraud by the Supplier, Supplier Staff (including its shareholders, members and directors), any subcontractor and the Supplier's supply chain in connection with the Contract. The Supplier shall notify the Authority immediately if it has reason to suspect that any such matters have occurred or is occurring or is likely to occur.

27.3 If the Supplier or the Supplier Staff engages in conduct prohibited by clause 27.1 or commits fraud in relation to the Contract or any other contract with the Crown (including the Authority) the Authority may:

- (a) terminate the Contract and recover from the Supplier the amount of any loss suffered by the Authority resulting from the termination, including the cost reasonably incurred by the Authority of making other arrangements for the supply

of the Deliverables and any additional expenditure incurred by the Authority throughout the remainder of the Contract; or

(b) recover in full from the Supplier any other loss sustained by the Authority in consequence of any breach of this clause.

## 28. Health, safety and wellbeing

28.1 The Supplier must perform its obligations meeting the requirements of:

- (a) all applicable Law regarding health and safety;
- (b) the Authority's current health and safety policy and procedures while at the Authority's premises, as provided to the Supplier.
- (c) the Authority's current wellbeing policy or requirements while at the Authority's premises as provided to the Supplier.

28.2 The Supplier and the Authority must as soon as possible notify the other of any health and safety incidents, near misses or material hazards they're aware of at the Authority premises that relate to the performance of the Contract.

28.3 Where the Services are to be performed on the Authority's premises, the Authority and Supplier will undertake a joint risk assessment with any actions being appropriate, recorded and monitored.

28.4 The Supplier must ensure their health and safety policy statement and management arrangements are kept up to date and made available to the Authority on request.

28.5 The Supplier shall not assign any role to the Authority under the Construction (Design and Management) Regulations 2015 (as amended) (the 'CDM Regulations') without the Authority's prior express written consent (which may be granted or withheld at the Authority's absolute discretion). For the avoidance of doubt so far as the Authority may fall within the role of client as defined by the CDM Regulations in accordance with CDM Regulation 4(8) the parties agree that the Supplier will be the client.

## 29. Business Continuity

29.1 The Supplier will have a current business continuity plan, which has assessed the risks to its business site/s and activities both directly and with regards to reliance on the supply chain and will set out the contingency measures in place to mitigate them and adapt. As part of this assessment, the Supplier will take into account the business continuity plans of the supply chain. The Supplier's business continuity plan must include (where relevant), an assessment of impacts relating to extreme weather, a changing average climate and/or resource scarcity.

29.2 The Supplier's business continuity plan will be reviewed by the Supplier at regular intervals and after any disruption. The Supplier will make the plan available to the

Authority on request and comply with reasonable requests by the Authority for information.

### 30. Whistleblowing

30.1 The Authority's whistleblowing helpline must be made available to the Supplier and Supplier Staff, subcontractors and key suppliers in the supply chain in order to report any concerns.

30.2 The Supplier agrees:

(a) to insert the following wording into their whistleblowing policy and communicate to all staff:

"If you feel unable to raise your concern internally and it relates to work being carried out for which the ultimate beneficiary (through a contractual chain or otherwise) is the Environment Agency, please contact Peter Kellest, Director of Legal Services at Horizon House, Deanery Road, Bristol BS1 5AH, email [peter.kellest@environment-agency.gov.uk](mailto:peter.kellest@environment-agency.gov.uk) mobile 07810 180974", and

(b) to ensure that their Sub-contractors have free access to the Authority's whistleblowing policy".

### 31. Tax

31.1 The Supplier must not breach any tax or social security obligations and must enter into a binding agreement to pay any late contributions due, including where applicable, any interest or any fines. The Authority cannot terminate the Contract where the Supplier has not paid a minor tax or social security contribution.

31.2 Where the Supplier or any Supplier Staff are liable to be taxed or to pay National Insurance contributions in the UK relating to payment received under this Contract, the Supplier must both:

(a) comply with the Income Tax (Earnings and Pensions) Act 2003 and all other statutes and regulations relating to income tax, the Social Security Contributions and Benefits Act 1992 (including IR35) and National Insurance contributions;

(b) indemnify the Authority against any Income Tax, National Insurance and social security contributions and any other liability, deduction, contribution, assessment or claim arising from or made during or after the Term in connection with the provision of the Deliverables by the Supplier or any of the Supplier Staff.

31.3 If any of the Supplier Staff are Workers who receive payment relating to the Deliverables, then the Supplier must ensure that its contract with the Worker contains the following requirements:

- (a) the Authority may, at any time during the term of the Contract, request that the Worker provides information which demonstrates they comply with clause 31.2, or why those requirements do not apply, the Authority can specify the information the Worker must provide and the deadline for responding;
- (b) the Worker's contract may be terminated at the Authority's request if the Worker fails to provide the information requested by the Authority within the time specified by the Authority;
- (c) the Worker's contract may be terminated at the Authority's request if the Worker provides information which the Authority considers isn't good enough to demonstrate how it complies with clause 31.2 or confirms that the Worker is not complying with those requirements;
- (d) the Authority may supply any information they receive from the Worker to HMRC for revenue collection and management.

## 32. Publicity

32.1 The Supplier and any subcontractor shall not make any press announcements or publicise this Contract or its contents in any way; without the prior written consent of the Authority.

32.2 Each Party acknowledges to the other that nothing in this Contract either expressly or by implication constitutes an endorsement of any products or services of the other Party and each Party agrees not to conduct itself in such a way as to imply or express any such approval or endorsement.

## 33. Conflict of interest

33.1 The Supplier must take action to ensure that neither the Supplier nor the Supplier Staff are placed in the position of an actual or potential conflict between the financial or personal duties of the Supplier or the Supplier Staff and the duties owed to the Authority under the Contract, in the reasonable opinion of the Authority.

33.2 The Supplier must promptly notify and provide details to the Authority if a conflict of interest happens or is expected to happen.

33.3 The Authority can terminate its Contract immediately by giving notice in writing to the Supplier or take any steps it thinks are necessary where there is or may be an actual or potential conflict of interest.

## 34. Reporting a breach of the contract

34.1 As soon as it is aware of it the Supplier and Supplier Staff must report to the Authority any actual or suspected breach of Law or breach of its obligations under the Contract.

34.2 Where an actual or suspected breach is notified to the Authority under clause 34.1, the Supplier will take such action to remedy any breach as the Authority may reasonably require. Where the breach is material, the Authority has the right to terminate under clause 11.4.

34.3 The Supplier must not retaliate against any of the Supplier Staff who in good faith reports a breach listed in clause 34.1.

## 35. Resolving disputes

35.1 If there is a dispute between the Parties, their senior representatives who have authority to settle the dispute will, within 28 days of a written request from the other Party, meet in good faith to resolve the dispute.

35.2 If the dispute is not resolved at that meeting, the Parties can attempt to settle it by mediation using the Centre for Effective Dispute Resolution (CEDR) Model Mediation Procedure current at the time of the dispute. If the Parties cannot agree on a mediator, the mediator will be nominated by CEDR. If either Party does not wish to use, or continue to use mediation, or mediation does not resolve the dispute, the dispute must be resolved using clauses 35.3 to 35.5.

35.3 Unless the Authority refers the dispute to arbitration using clause 35.4, the Parties irrevocably agree that the courts of England and Wales have the exclusive jurisdiction to:

- (a) determine the dispute;
- (b) grant interim remedies;
- (c) grant any other provisional or protective relief.

35.4 The Supplier agrees that the Authority has the exclusive right to refer any dispute to be finally resolved by arbitration under the London Court of International Arbitration Rules current at the time of the dispute. There will be only one arbitrator. The seat or legal place of the arbitration will be London and the proceedings will be in English.

35.5 The Authority has the right to refer a dispute to arbitration even if the Supplier has started or has attempted to start court proceedings under clause 35.3, unless the Authority has agreed to the court proceedings or participated in them. Even if court proceedings have started, the Parties must do everything necessary to ensure that the court proceedings are stayed in favour of any arbitration proceedings if they are started under clause 35.4.

35.6 The Supplier cannot suspend the performance of the Contract during any dispute.

35.7 The provisions of this clause 35 are without prejudice to the Authority's right to terminate or suspend the Contract under clause 11.

## **36. Which law applies**

36.1 This Contract and any issues arising out of, or connected to it, are governed by English law.

36.2 The courts of England and Wales shall have jurisdiction to settle any dispute or claim (whether contractual or non-contractual) that arises out of or in connection with the Contract or its subject matter or formation.