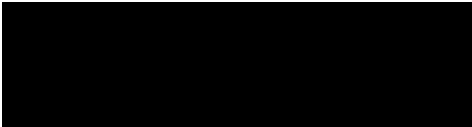




Client Instructions

Thank you for your interest in the Radford McLagan Compensation Database, a product of the Human Capital practice at Aon. Based on your specific compensation benchmarking goals, the following Statement of Work and Services Agreement was created by [redacted] on August 18, 2025 for:

Government Office for Science



To finalize your order, simply follow these steps:

- Review, sign and return your Statement of Work (SOW) and Services Agreement. The documents can be returned via DocuSign or emailed back to your Account Manager at [redacted]
- Complete and submit your [enrollment form](#).

Statement of Work

This Statement of Work is entered into by and between Government Office for Science ("Client") and McLagan (Aon) Limited and its affiliates ("Aon"), and outlines the Human Capital products and/or services Aon will provide to the Client pursuant to the conditions below and the enclosed Human Capital Services Agreement.

Summary of Services and Fees

The Client agrees to purchase, participate in and submit required data to the following Human Capital products and/or services from Aon.

2025 Radford McLagan Compensation Database - Tier 1 Countries (Regular Participation with Results) [redacted]

Product Description: Upon payment of all Radford McLagan Compensation Database participation fees and the completion of all required survey submission materials, the client will receive access to compensation benchmark data for the selected countries and job modules on the Human Capital Analytics Platform.

Selected Job Module(s): Technology (TEC), Energy (ERG), Life Sciences (LSC), Manufacturing (MUF), Healthcare (HEA), Executive and Infrastructure (EXE and INF)

Selected Country(ies): United Kingdom

2025 Survey Data Collection and Input Services [redacted]

Product Description: To assist the Client in submitting all required compensation survey data for its employees to Aon, along with other relevant information, Aon data consultants will gather raw employee data directly from the Client and convert it into the formats needed to correctly deliver and input data to Aon. This work may include performing manual data analysis to merge and enter Client information from multiple sources (e.g., HRIS, stock administration and sales incentive administration systems) into Aon templates. The Client agrees to make staff available to support Aon data consultants in gathering raw employee data.

Selected Job Module(s): Not Applicable

Selected Country(ies): United Kingdom

Total Fees	26,800 GBP
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Product Packages and Discounts

All fees listed above reflect previously discussed product and/or service packages and include applicable discounts associated with those packages. Any request to adjust the products and/or services listed above, including changing Selected Job Module(s) and countries, will lead to a reassessment of proposed fees and applicable discounts, followed by the creation of an updated Statement of Work.

Invoicing Timing and Billing Currency

Survey enrollment for the current year will be invoiced within 30 days of the SOW signature date. Future-year survey enrollment will be invoiced in Q1 of the applicable calendar year. All payments will be invoiced and remitted in the same currency as the SOW.

Survey Participation Calendar

Compensation survey participation typically opens in February each year upon the release of updated survey input materials. All required compensation survey submission materials (i.e., company demographic information, job matches, compensation data and pay practices data, etc.) are due from the Client 45 to 60 days after the Client's annual salary plan effective date (i.e., close of focal period), or a mutually agreed upon date between the Client and Aon. Initial compensation survey results are published at the end of August of each year and remain available through July of the following year, or continuously upon each annual survey renewal by the Client.

This Statement of Work is agreed to by:

For and on behalf of Client:

Approved Signature:

Signature 

Name:

Title: Commercial Lead

Date: 3/9/2025