### **FORM OF AGREEMENT**

# Incorporating the NEC4 Term Service Contract June 2017 (with amendments January 2019, October 2020 and January 2023)

Between

LINCOLNSHIRE COUNTY COUNCIL

And

**SWARCO UK & Ireland Ltd** 

For the provision of

**Traffic Signals Maintenance Services** 

### **TABLE OF CONTENTS**

### Form of Agreement

- 1 Contract Data Part One (Data provided by the *Client*)
- 2 Contract Data Part Two (Data provided by the *Contractor* including Contractor's Response)
- 3 Schedule A Z clauses the additional conditions of contract specified in Option Z
- 4 Schedule B Scope (see separate document)
- 5 Schedule C Third Party Agreements (not used)
- 6 Schedule D Commercially Sensitive Information
- 7 Schedule E Pricing Documents

#### FORM OF AGREEMENT

# THIS AGREEMENT is made the 23<sup>rd</sup> day of October 2025 BETWEEN

- (1) LINCOLNSHIRE COUNTY COUNCIL whose offices are located at County Offices, Newland, Lincoln LN1 1YL (the 'Client'); and
- (2) SWARCO UK & Ireland Ltd incorporated and registered in England and Wales with company number 01490333 and whose registered office address is at Hazelwood House, Lime Tree Way, Chineham Business Park, Basingstoke, RG24 8WZ (the 'Contractor').

#### **BACKGROUND**

- (A) To undertake Highways Traffic Signals Maintenance Services on behalf of Lincolnshire County Council
- (B) The Contractor is willing and able to Provide the Service in accordance with this Agreement.

#### IT IS AGREED AS FOLLOWS:

#### 1 Interpretation

In this Agreement (including the Background):

- 1.1 words and phrases in initial capitals not defined in this Form of Agreement are defined in clause 11.2 of the *conditions of contract* while those in italics are as identified in the Contract Data;
- 1.2 references to 'the contract' mean this Agreement.

#### 2 Contractor's Responsibilities

The *Contractor* will Provide the Service in accordance with the terms of this Agreement and comply with its other obligations under this Agreement in accordance with its terms.

#### 3 Client's Responsibilities

In consideration of the *Contractor* Providing the Service and remedying any Defects the *Client* will pay to the *Contractor* the amount due in accordance with this Agreement and comply with its other obligations under this Agreement in accordance with its terms.

#### 4 Conditions of Contract

For the purposes of this Agreement the conditions of contract are the core clauses and the following Option clauses of the NEC4 Term Service Contract June 2017 (incorporating amendments January 2019, October 2020 and January 2023):

Main Option: A

Option for resolving and avoiding disputes: W2.

Secondary Options: X1, X2, X4, X9, X10, X11, X12, X15, X16, X17, X18, X21, X23, X24, Y(UK)2, Y(UK)3 and Z.

as varied by the additional conditions of contract specified in Option Z.

#### 5 The Contract Documents

This Agreement consists of the documents listed below (the 'Contract Documents'):

- (1) This Form of Agreement executed by the parties as a Deed
- (2) The conditions of contract
- (3) Contract Data Part One
- (4) Contract Data Part Two and Contractor's Response.
- (5) Schedule A Z clauses the additional conditions of contract specified in Option Z.
- (6) Schedule B Scope
- (7) Schedule C Third Party Agreements (not used)
- (8) Schedule D Commercially Sensitive Information
- (9) Schedule E Pricing Documents

#### 6 Priority

If there is any conflict or inconsistency between a term in a Contract Document and a term in any other Contract Document, then the conflict or inconsistency is resolved by the application of the following descending order or priority so that a term contained in a document higher in the order of priority prevails over a term in a document lower in the order:

- 1 This Form of Agreement
- 2 The completed Contract Data Part One.
- 3 Schedule A Z clauses the additional conditions of contract specified in Option Z;
- 4 The completed Contract Data Part Two
- 5 The conditions of contract.
- 6 The Scope.
- 7 The remaining Contract Documents which are of equal precedence and mutually explanative of one another.

#### 7 Entire Agreement

- 7.1 The terms of this Agreement set out the entire and only legally binding agreement between the parties relating to its subject matter and it cancels extinguishes and replaces any previous arrangements, understandings, agreements, statements, representations or warranties (whether written or oral) relating to that subject matter.
- 7.2 Neither party has been given, nor entered into this Agreement in reliance on any arrangements, understandings, agreements, statements, representations or warranties other than those expressly set out in this Agreement.
- 7.3 Nothing in clauses 7.1 or 7.2 excludes liability for misrepresentations made fraudulently.

This Form of Agreement has been executed as a deed and is delivered and takes effect on the date stated at the beginning of it.

THE COMMON SEAL of LINCOLNSHIRE COUNTY COUNCIL was hereunto affixed In the presence of:	Authorised Officer  KIM ROBERTION  Print Name
EXECUTED as a DEED for and on behalf of ) SWARCO UK & IRELAND LTD )	
Acting by: )	
	Director
	TONN PICHWORTH Full name (BLOCK CAPITALS)
	Position/title
	Director/ Secretary/Witness
	MICHELLE VULLO Full name (BLOCK CAPITALS)
	EXECUTIVE ASSISTANT Position/title

Lincolnshire County Council

**Traffic Signals** 

CONTRACT DATA PART 1



### TERM SERVICE CONTRACT

### **CONTRACT DATA**

# Part one - Data provided by the Client

Completion of the data in full, according to the Options chosen, is essential to create a complete contract.

#### 1 General

The conditions of contract are the core clauses and the clauses for the following main Option, the Option for resolving and avoiding disputes and secondary Options of the NEC4 Term Service Contract June 2017 with Amendments January 2019, October 2020 and January 2023.

Main Option

Α

Option for resolving and avoiding disputes

W2

**Secondary Options** 

X1, X2, X9, X10, X11, X12, X15, X16, X17, X18, X21, X23, X24, Y(UK)2, Y(UK)3, Z

1(0K)2, 1(0K)3, 2

X9 and X15 have been taken from NEC4 ECC

X16 has been taken, but modified, from NEC4 ECC

The service is

to provide a specialist service to Lincolnshire County Council for the installation, maintenance and operation of traffic signals, associated equipment and systems located on the highway network in the County of Lincolnshire and on sites under the control of Lincolnshire County Council.

The Client is

Name

Lincolnshire County Council

Address for communications

County Offices Newland Lincoln LN1 1YP

Address for electronic communications

ServiceManager@Lincolnshire.gov.uk

The Service Manager is

Name

Mr Jonathan Evans

as representative for Lincolnshire

**County Council** 

Address for communications

Lincolnshire County Council

Lancaster House

36 Orchard Street

Lincoln

LN1 1XX



Address for electronic communications	Jonathan.evans@lincolnshire.gov.uk	
The <i>principal designer</i> appointed by the <i>Client</i> under the Construction (Design and Management) Regulations 2015 is	Lincolnshire County Counc stated otherwise in the Sco Task Order	7.00
The <i>principal contractor</i> appointed by the <i>Client</i> under the Construction (Design and Management) Regulations 2015 is	The Contractor	
The Affected Property is	the highway, rights of way associated assets throughd County of Lincolnshire and highway authorities, as ful described in the document of this contract and/or as Task Order for each Task	out the I adjoining ther ts attached
The Scope is in	Traffic Signals Scope	
The shared services which may be carried out outside the Service Areas are	None	
The language of the contract is	English	
The law of the contract is the law of	England and Wales, subject jurisdiction of the Courts of and Wales	
The <i>period for reply</i> is	2 (two) weeks	except that
The period for reply for		is
<ul> <li>The period for reply for</li> </ul>		is
The following matters will be included in the	Early Warning Register	
Changes in government or LCC police central and local government priori		ges in both
Unforeseen changes in funding		
Loss of skilled and experienced staff		
IT systems not effectively providing for Partners' needs		

Early warning meetings are to be held at intervals no longer than

TUPE

Effect of Climate Change on maintaining highway network

1 month



2 The Contractor's ma	Contractor's main responsibilities		
If Option C or E is used	The <i>Contractor</i> prepares forecasts of the total Defined Cost for the whole of the <i>service</i> at intervals no longer than		
3 Time			
	The <i>starting date</i> is	1 <sup>st</sup> April 2026	
	The service period is	Six years	
	The Contractor submits revised plans at intervals no longer than		Annually
	The period within which th submit a Task Order progra is		<ul> <li>within a period as stated in the Scope or</li> <li>if no period is stated in the Scope, within 14 (fourteen) days of receiving the Task Order</li> </ul>
If no plan is identified in part two of the Contract Data	The period after the Contract Date within which the <i>Contractor</i> is to submit a first plan for acceptance is		4 (four) weeks
4 Quality managemen	t		(1) (2) (1) (1) (1) (1) (1) (1) (1) (1) (1) (1
	The period after the Contra the <i>Contractor</i> is to submit statement and quality plan	a quality policy	12 (twelve) weeks
	<ul> <li>for work instructed by Task Order, 52 (fifty-two) weeks after Task Completion, and</li> <li>for any other services, 52 (fifty-two) weeks after the end of the service in question</li> </ul>		sk Completion, and ervices, 52 (fifty-two) weeks after
5 Payment	A SELENDAR PROPERTY AS SELECT		
	The currency of this contra	ct is the GBP £ sterl	ing
	The assessment interval is	1 (one) mo	nth
	The <i>interest rate</i> is 5 (fi		not less than 2) above the Bank of England bank
If the period in which payments are made is not three weeks and Y(UK)2 is not used	The period within which pa	<del>ryments are made is</del>	Not applicable



If the period for
certifying a final
assessment is not
thirteen weeks

The period for certifying a final assessment is

4 (four) weeks after the end of the Option X16 retention duration – ie

If Option C is used  The Contractor's share percentages and the share ranges are share range  less than from greater than  The Contractor's share percentages and the share ranges are  Contractor's share percentage  %  Contractor's share percentage  %  %  %  %  %  %  %  %  %  %  %  %  %	) months vice Period	
	% %	
The Contractor's share is assessed on (dates)  N/A		
If Option C or E is used  The exchange rates are those published in on (date)		
(date)		
6 Compensation events	<b>新学院</b>	
If Option A is used  The value engineering percentage is 50%, unless another percentage is stated here, in which case it is		
<ul> <li>the Subcontractor is in material breach of the subcontract,</li> <li>the Subcontractor has failed to comply with the contract in providing part of the service it is to provide,</li> <li>the Subcontractor has substantially failed to provide the part of service it is to provide,</li> <li>there is a Conflict of Interest between the Subcontractor or any of employees or workers and the Client and the Client is not satisfied to the Conflict of Interest can be dealt with by other measures,</li> <li>the Subcontractor has breached health and safety legislation or</li> <li>the Subcontractor, an employee of the Subcontractor engaged</li> </ul>	<ul> <li>The Service Manager instructs the removal of a Subcontractor unless the instruction is because</li> <li>the Subcontractor is in material breach of the subcontract,</li> <li>the Subcontractor has failed to comply with the contract in providing the part of the service it is to provide,</li> <li>the Subcontractor has substantially failed to provide the part of the service it is to provide,</li> <li>there is a Conflict of Interest between the Subcontractor or any of its employees or workers and the Client and the Client is not satisfied that the Conflict of Interest can be dealt with by other measures,</li> <li>the Subcontractor has breached health and safety legislation or</li> <li>the Subcontractor, an employee of the Subcontractor engaged in Providing the Service or a director or senior manager of the Subcontractor is convicted of a criminal offence.</li> </ul>	

### 8 Liabilities and insurance



If there are additional Client's liabilities	These are additional <i>Client's</i> liabilit	ies		
	(1) None			
	(2)			
	(3)			
	(except Plant and Materials and Eq	insurance against loss of or damage to property uipment) and liability for bodily injury to or death e Contractor) arising from or in connection with e for any one event is		
	£10,000,000 (ten million pour	nds)		
	The minimum amount of cover for insurance against death of or bodily injury to employees of the <i>Contractor</i> arising out of and in the course of their employment in			
	connection with the contract for ar	ny one event is		
	£10,000,000 (ten million pour	nasj		
If the <i>Client</i> is to provide Plant and Materials	include cover for Plant and Materia	mage to Plant and Materials and Equipment is to als provided by the <i>Client</i> for an amount of		
	£250,000 (two hundred and f	ifty thousand pounds)		
If the <i>Client</i> is to provide any of the insurances	The Client provides these insurance	es from the Insurance Table		
stated in the Insurance Table	The <i>Client</i> is providing no insurance	e from the Insurance Table		
	(1) Insurance against			
	Minimum amount of cover is			
	The deductibles are			
	(2) Insurance against			
	Minimum amount of cover is			
	The deductibles are			
	(3) Insurance against			
	Minimum amount of cover is			
	The deductibles are			
If additional insurances	The Client provides these additiona	linsurances		
are to be provided	be provided  The <i>Client</i> is providing no additional insurances			
	(1) Insurance for			
	Minimum amount of cover is			
	The deductibles are			
	(2) Insurance for			
	Minimum amount of cover is			
	The deductibles are			



	(3) Insurance for	
	Minimum amount of cover is	
	The deductibles are	
	The Contractor provides these add	tional insurances
	The Contractor is providing no add	tional insurances
	(1) Insurance for	
	Minimum amount of cover is	
	The deductibles are	
	(2) Insurance for	
	Minimum amount of cover is	
	The deductibles are	
	(3) Insurance for	
	Minimum amount of cover is	ii.
	The deductibles are	il.
	P - P - P - P - P - P - P - P - P - P -	
Resolving and avoi	aing aisputes	
	The <i>tribunal</i> is	The Courts of England and Wales
If the <i>tribunal</i> is arbitration	The arbitration procedure is	Not applicable
	The place where arbitration is to be held is	Not applicable
	The person or organisation who will choose an arbitrator if the Parties cannot agree choice or if the arbitration procedure does not state who selects an arbitrator is	
	Not applicable	
	The Senior Representatives of the	Client are
	Name (1)	Andy Gutherson
	507-5000000 <b>V</b> -64 <b>7</b>	
	Address for communications	Lincolnshire County Council
		Lancaster House
		36 Orchard Street
		Lincoln
		LN1 1XX
	Address for electronic commun	nications Andy.Gutherson@Lincolnshire.gov.uk
	Name (2)	Karen Cassar



	A 1 1	
	Address for communications	Lincolnshire County Council
		Lancaster House
		36 Orchard Street
		Lincoln
		LN1 1XX
	Address for electronic communications	Karen.Cassar@Lincolnshire.gov.uk
	The <i>Adjudicator</i> is	
	Name	Appointed in accordance with Option
		W2
	*11 - * * **	
	Address for communications	Not applicable
	Address for electronic	Not applicable
	communications	
	The Adjudicator nominating body is	the President of the Institution of Civil
		Engineers.
V1. Drice adjustment	for inflation (used only with Options A	and Cl
A1. File adjustillent	to illiation (used only with options A	and Cj
If Option X1 is used	The proportions used to calculate the Price	in Appendix 1 attached to this
	Adjustment Factor are	contract called "Price Adjustment
		Dun an duna"
		Procedure".
	The <i>base date</i> for indices is	Procedure".  in Appendix 1 attached to this
	The base date for indices is	in Appendix 1 attached to this contract called "Price Adjustment
	The base date for indices is	in Appendix 1 attached to this
	The base date for indices is  The inflation adjustment dates are	in Appendix 1 attached to this contract called "Price Adjustment
		in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier
		in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier of the end of the Service Period or
		in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier
		in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier of the end of the Service Period or termination  in Appendix 1 attached to this
	The inflation adjustment dates are	in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier of the end of the Service Period or termination  in Appendix 1 attached to this contract called "Price Adjustment
	The inflation adjustment dates are	in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier of the end of the Service Period or termination  in Appendix 1 attached to this
X3: Multiple currence	The inflation adjustment dates are	in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier of the end of the Service Period or termination  in Appendix 1 attached to this contract called "Price Adjustment Procedure".
	The inflation adjustment dates are  These indices are  ies (used only with Options A and B) — I	in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier of the end of the Service Period or termination  in Appendix 1 attached to this contract called "Price Adjustment Procedure".
X3: Multiple currence If Option X3 is used	The inflation adjustment dates are  These indices are  ies (used only with Options A and B) — I  The Client will pay for the items or activities	in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier of the end of the Service Period or termination  in Appendix 1 attached to this contract called "Price Adjustment Procedure".
	The inflation adjustment dates are  These indices are  ies (used only with Options A and B) — I  The Client will pay for the items or activities	in Appendix 1 attached to this contract called "Price Adjustment Procedure".  1st April 2026, and then each subsequent 1st April until the earlier of the end of the Service Period or termination  in Appendix 1 attached to this contract called "Price Adjustment Procedure".



	The exchange rates are those published in
	on (date)
X8: Undertakings to th	e Client or Others - Not applicable
If Option X8 is used	The undertakings to Others are provided to
Not applicable	
	The Subcontractor undertakings to Others are  Works provided to
	Provided to
	The Subcontractor undertakings to the Client are
	works
X10: Information mode	elling
If Option X10 is used	
If no information	The period after the Contract Date within which the 4 weeks
execution plan is identified in part two of	Contractor is to submit a first Information Execution Plan for acceptance is
the Contract Data	
	The minimum amount of insurance cover for claims made £5,000,000 (five
	against the <i>Contractor</i> arising out of its failure to use the skill million pounds) and care normally used by professionals providing
	information similar to the Project Information is, in respect of each claim
	The period following the end of the Service Period or earlier 12 (twelve) years
	termination for which the <i>Contractor</i> maintains insurance for claims made against it arising out of its failure to use the skill and care is
X12: Multiparty collab	pration
If Option X12 is used	The <i>Promoter</i> is



	Lincolnshire County Council	
l		
	The Schedule of Partners is in	- J. I.
	the Scope (Schedule 8 D 1.1.5) and includes the incentive sch	nedule.
	The Promoter's objective is	
	defined in the Scope (Schedule 4)	
		J
	The Partnering Information is in	
	the Scope (Schedule 8 D)	
X13: Performance bon	d	
If Option X13 is used	The amount of the performance bond is	
Y14: Advanced navme	nt to the <i>Contractor</i> – Not applicable	
A14. Advanced payme	in to the contractor – Not applicable	
If Option X14 is used	The amount of the advanced payment is	
Not applicable	The period after the Contract Date from which the	
то с аррисаме	Contractor repays the instalments in assessments is	
	The instalments are	
	(either an amount or a percentage of the payment otherwis	<del>e due)</del>
	An advanced payment bond is/is not required (Delete as ap	<del>plicable)</del>
X15: The Contractor's	design	独居是 经负售额 数
If Ontion V15 is used	The <i>period for retention</i> following the end of the Service	12 twelve) years
If Option X15 is used	Period or earlier termination is	12 twelve) years



The minimum amount of insurance cover for claims made against the *Contractor* arising out of its failure to use the skill and care normally used by professionals designing works similar to the *works* is, in respect of each claim

£5,000,000 (five million pounds)

The period following the end of the Service Period or earlier termination for which the *Contractor* maintains insurance for claims made against it arising out of its failure to use the skill and care is

12 (twelve) years

### X16: Retention

If Option X16 is used

The retention amount is

£30,000 (thirty thousand pounds)

The retention percentage is

5 (five)

%

The Contractor may/may not give the Client a retention bond (Delete as applicable)

#### X17: Low service damages

If Option X17 is used

The service level table is

Performance Measure	Low service Damages (per quarter)	Service level
PI 1	£5,000	Less than 4 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.
PI 2	£5,000	Less than 4 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.
PI 3	£8,000	Less than 6 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.
PI 4	£5,000	Less than 5 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.
PI 5	£5,000	Less than 5 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.
PI 6	£5,000	Less than 5 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.
PI 7	£5,000	Less than 4 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.
PI 8	£5,000	Less than 4 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.
PI 9	£5,000	Less than 4 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.
PI 10	£5,000	Less than 4 out of 10 following performance diagram "Figure 2.3.1" in Scope Schedule 8 D.

### X18: Limitation of liability



If Option X18 is used	The Contractor's liability to the Client for indirect or consequential loss is limited to		
	For any one event, the <i>Contractor's</i> liability to the <i>Client</i> for loss of or damage to the <i>Client's</i> property is limited to		
	The Contractor's liability for Defects due to its design of an item of Equipment is limited to		
	The Contractor's total liability to the Client for all matters arising under or in connection with the contract, other than excluded matters, is limited to		
	The end of liability date is    12 (twelve) years after the end of the Service Period		
X19: Termination by	either Party (not used with Option X11) – Not applicable		
If Option X19 is used	The minimum period of service is		
Not applicable	The notice period is		
X20: Key Performance	e Indicators (not used with Option X12) – Not applicable		
If Option X20 is used	The incentive schedule for Key Performance Indicators is in		
Not applicable	A report of performance against each Key Performance Indicator is provided at intervals of		
X23: Extending the S	ervice Period		
If Option X23 is used	The maximum service period is 12 (twelve) years after the starting date		
	The periods for extension are as stated in the Scope Schedule 8 D		
	Order period for extension (months) notice date		
	First		
	Second		
	Third		
If there are criteria for	The criteria for extension for all extensions are		
extension	(1) as stated in the Scope Schedule 8 D		



X24: The accounting p	eriods	No. A.S.		
If Option X24 is used and Option C is not used	The accounting periods are			
option e is not used	1st April to 31st March for each year of the contract from the starting date.			
_				
If Option X24 is used with Option C	The accounting periods are the Contractor's share	he dates s	tated in	the Contract Data of assessment of the
Y(UK)1: Project Bank A	Account - Not applicable			
Not applicable	The Client is/is not to pay any charges made and to be paid any interest paid by the project bank (Delete as applicable)			
Y(UK)2: The Housing G	rants, Construction and R	Regenera	ation A	Act 1996
If Y(UK)2 is used and the date on which payment is due is not fourteen weeks after the end of the accounting period or Service Period	The period is	27 (twe seven)		weeks
If Y(UK)2 is used and the final date for payment is not fourteen days after the date on which payment becomes due	The period for payment is	21 (twe one)	nty-	days after the date on which payment becomes due
Y(UK)3: The Contracts	(Rights of Third Parties) A	ct 1999		
If Option Y(UK)3 is used	term	7 [	benefic	iary
If Y(UK)3 is used with Y(UK)1 the following	term		benefic	<del>iary</del>
entry is added to the table for Y(UK)3)	The provisions of Option Y(UK)1 Not applicable		Named	Suppliers
Z: Additional condition	s of contract			
If Option Z is used	The additional conditions of contract are			



in the document "Additional conditions of contract" attached to this contract.



## CONTRACT DATA PART 2 AND CONTRACTOR'S RESPONSE

# Lincolnshire County Council

# **Traffic Signals**

# **CONTRACT DATA PART 2**





### TERM SERVICE CONTRACT

#### CONTRACT DATA

### Part two - Data provided by the Contractor

Completion of the data in full, according to the Options chosen, is essential to create a complete contract.

#### 1 General

The Contractor is

Name

SWARCO UK & Ireland Ltd

Address for communications

Hazelwood House Lime Tree Way

Chineham Business Park Basingstoke, RG24 8WZ

Address for electronic communications uk.info@swarco.com

The fee percentage is

The service areas are

The Affected Property

Client Provided facilities, including but not restricted to depots, offices and the like.

Contractor provided facilities used to provide the service, including but not limited to sites operated by supply chain partners.

The key persons are

Name (1)

Job

Responsibilities

Qualifications

Darren Mancey

**Regional Operations Director** 

Ultimate responsibility for managing the mobilisation and delivery of the

Lincolnshire contract.

Experience

Name (2)

Job

Responsibilities

**Boyd Brimsted** 

Regional Operations Manager

Overall responsibility for ensuring the contract key performance indicators are met.



Qualifications	
Experience	
Experience	
Name (3)	Pete Gallagher
Job	Senior Test & Configuration Engineer
Responsibilities	Configuration and building of traffic
	signal controllers to the Council's specification.
Qualifications	specification.
•	
Experience	
Experience	
Name (4)	
Job	
Responsibilities	
Qualifications	
Experience	
Name (5)	
Job	
Responsibilities	
Qualifications	
Experience	
Name (6)	
Job	
Responsibilities	
Qualifications	
Experience	
Name (7)	
Job	
Responsibilities	
Qualifications	
Experience	
The following matters will be included in the	Early Warning Register



### 2 The Contractor's main responsibilities

If the *Contractor* is to provide Scope for its plan

The Scope provided by the *Contractor* for

its plan is in

Scope Schedule 13 - The *Contractor's*Scope is the response from tendered quality questions

### 3 Time

If a plan is to be identified in the Contract Data

The plan identified in the Contract Data is

SWARCO's plan is the response from tendered quality questions



5 Payment		
If Option A, C or E is used	The <i>price list</i> is	Document 4 Contractor's Price Submission V5
If Option A or C is used	The tendered total of the Prices is	£2,231,612.13 (Model Cost Total)
Resolving and avoiding	g disputes	
	The Senior Representatives of the Contractor	are
	Name (1)	Darren Mancey
	Address for communications	Hazelwood House
		Lime Tree Way
		Chineham Business Park
		Basingstoke, RG24 8WZ
	Address for electronic communications	Darren.mancey@swarco.com
	Name (2)	Boyd Brimsted
	, , , , , , , , , , , , , , , , , , ,	,
	Address for communications	Hazelwood House
	, ladicas for communications	Lime Tree Way
		Chineham Business Park
		Basingstoke, RG24 8WZ
	Address for electronic communications	boyd.brimsted@swarco.com
	Address for electronic communications	boyd.brimsted@swarco.com
X10: Information mod	lelling	
If Option X10 is used		
If an information	The information execution plan identified in	SWARCO's plan is the response from
execution plan is to be	the Contract Data is	tendered quality questions
identified in the Contract		
Data		
Y(UK)1: Project Bank	Account – Not applicable	
If Outline V(LU/)1 in used	The project bank is	
If Option Y(UK)1 is used	THE PROJECT BUILT 15	
Not applicable		
Not applicable	named suppliers are	
	numeu suppliers are	



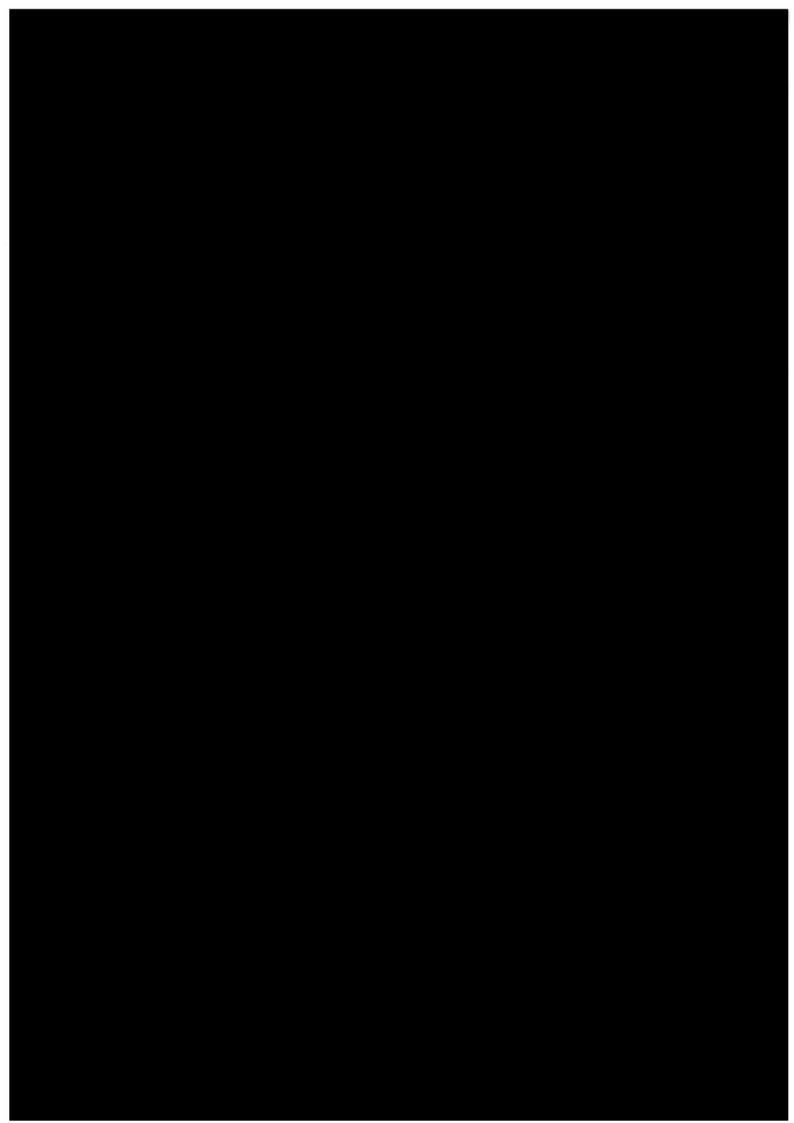
rate

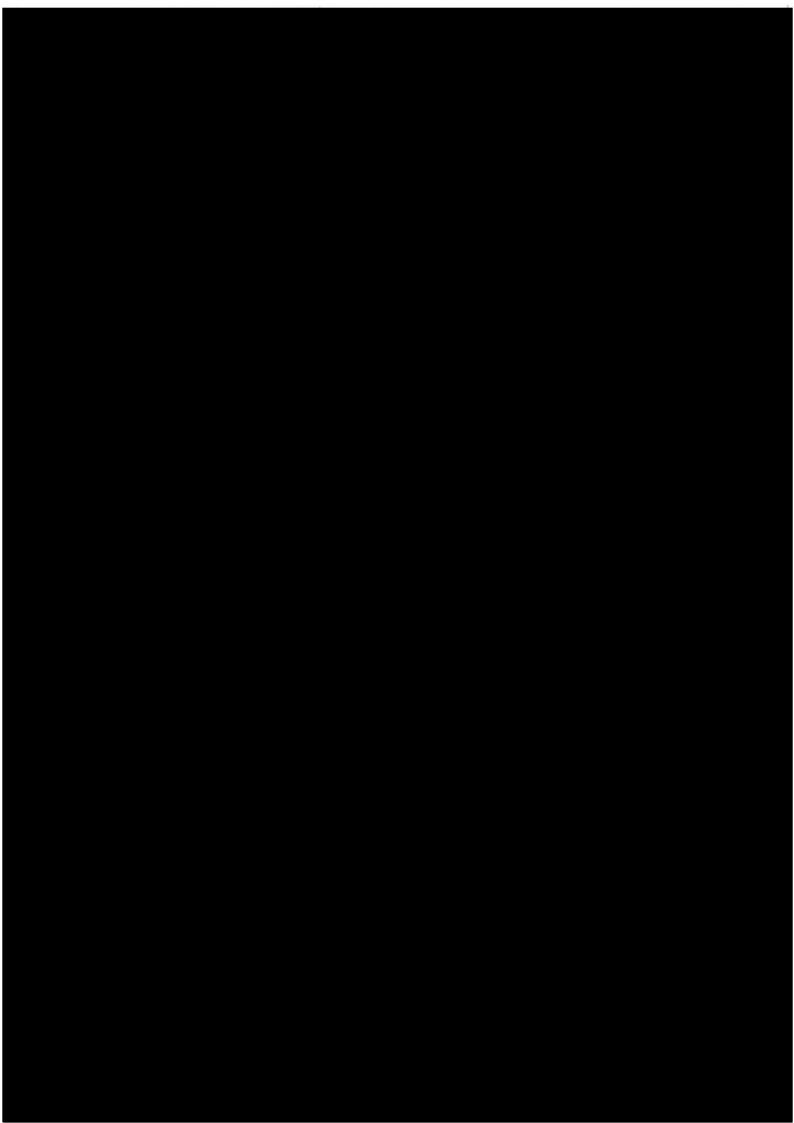
# Data for the Schedule of Cost Components (only used with Options C or E)

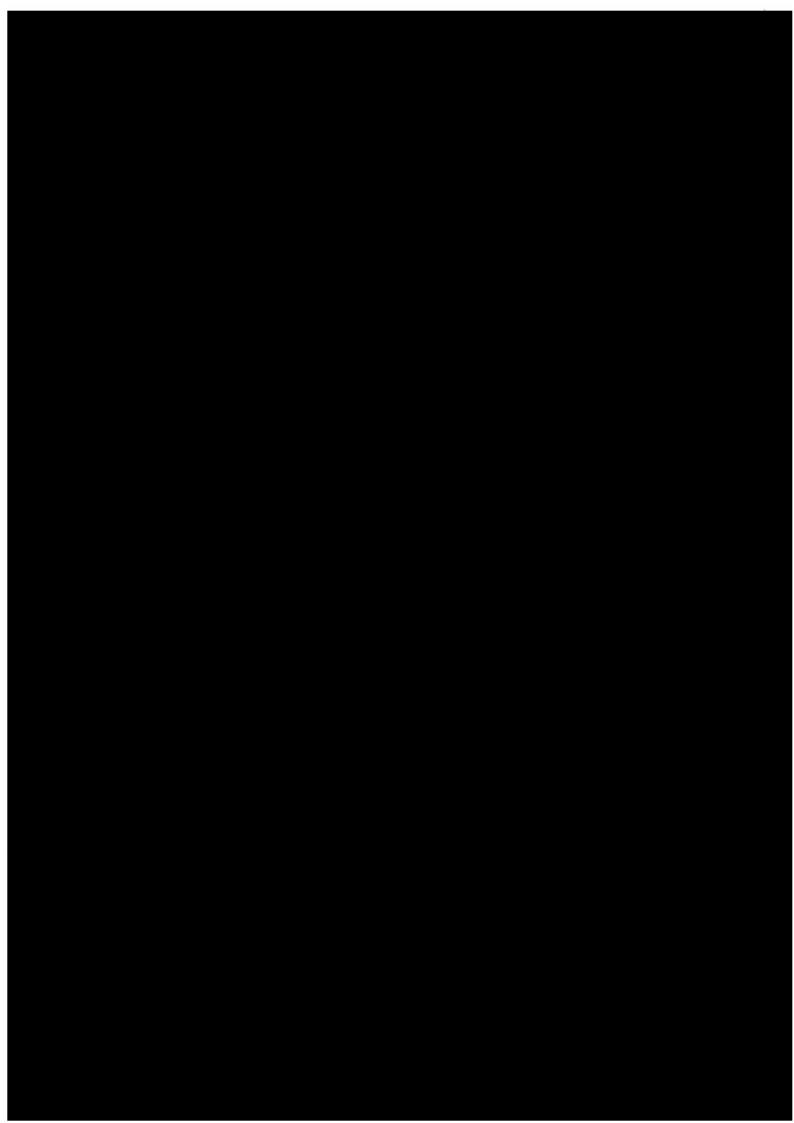
	The listed items of Equipment purchas charge, are	sed for work on this contra	ct, with an on cost
	Equipment	time-related on cost charge	per time period
	Contained within SOR	Cost charge	
	The rates for special Equipment are		
	Equipment	rate	
	Contained within SOR		
	The rates for Defined Cost of manufact	ture and fahrication outsid	- 41 - 147 - 1 f
	The rates for Defined Cost of manufact Areas by the <i>Contractor</i> are	ture and raprication outside	e the workings
	category of person	rate	
	Contained within SOR		
	The rates for Defined Cost of design ou	itsida tha Carriaa Araas ara	
	category of person		
	Contained within SOR	rate	
	Contained within SOR		
	The rate for people providing shared se	ervices outside the Service	Areas are
	shared service	category of person	rate
	Contained within SOR	person	
Data for the Short So	chedule of Cost Components (only u	sed with Option A)	
Not applicable	The people rates are		
	category of person	unit	rate

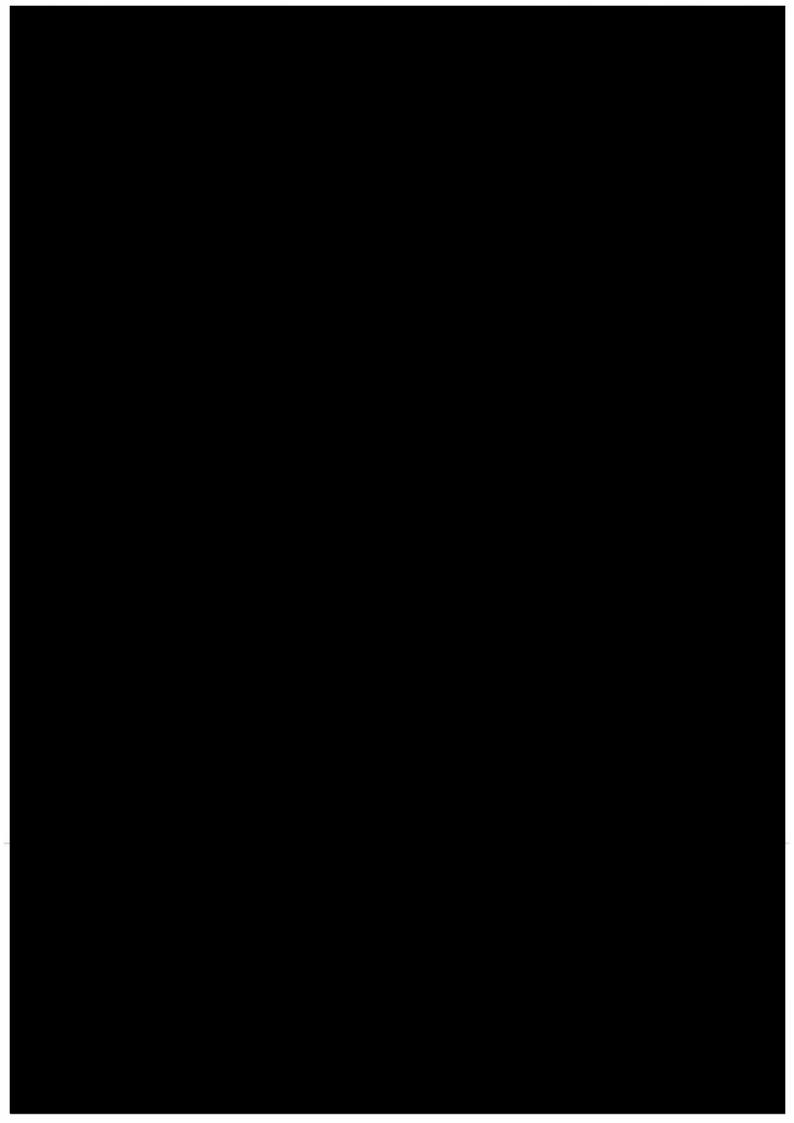


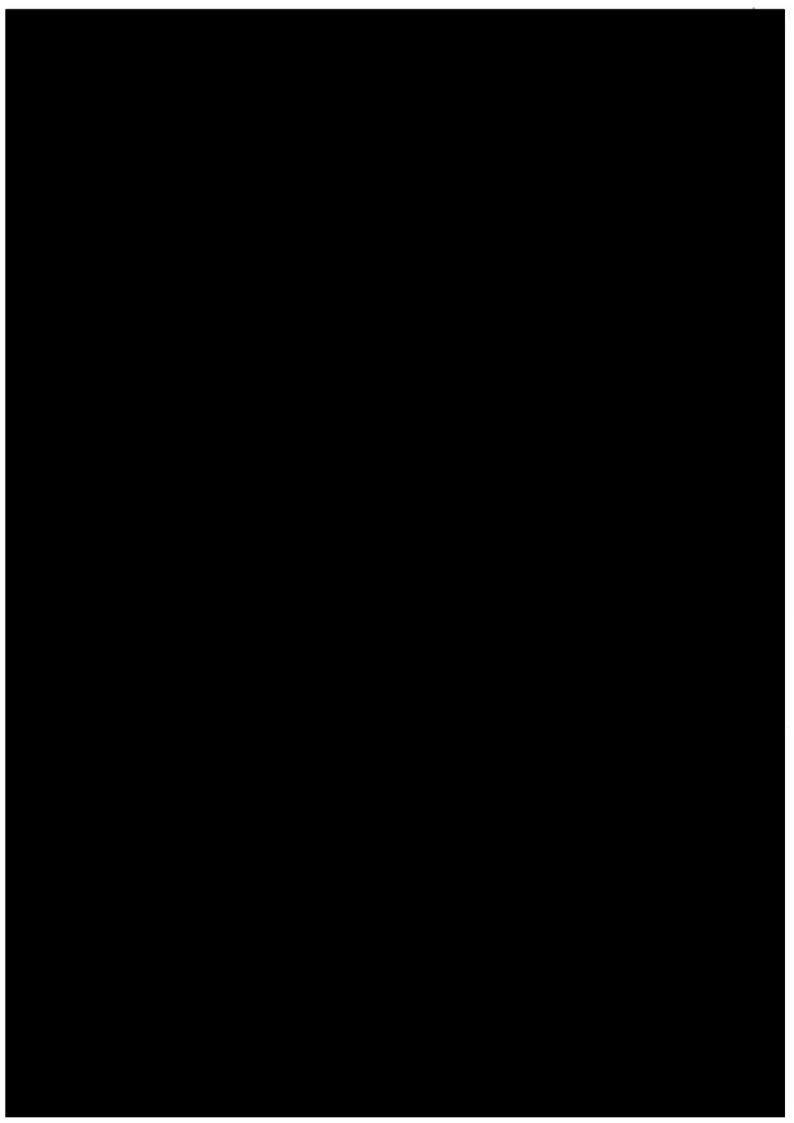
Contained within SOR	
The published list of Equipment is the editi current at the Contract Date of the list pub	20078
current at the contract Date of the list pub	iished by
The percentage for adjustment for Equipm published list is	ent in the % (state plus or minus)
The rates for other Equipment are	
Equipment	rate
Contained within SOR	
The rates for Defined Cost of manufacture	and fabrication outside the Service Areas
by the Contractor are	
category of person	rate
Contained within SOR	
	and autoide the Compies Areas are
The rate for people providing shared service	
category of person	unit rate
Contained within SOR	

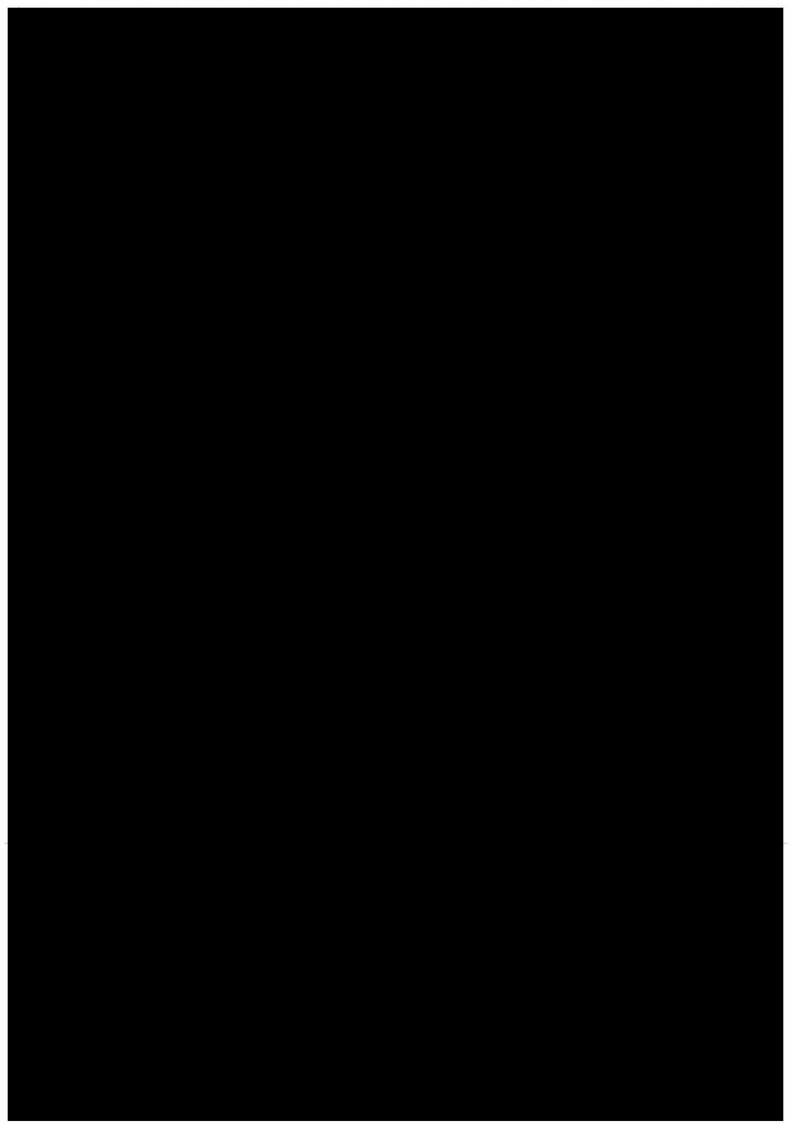


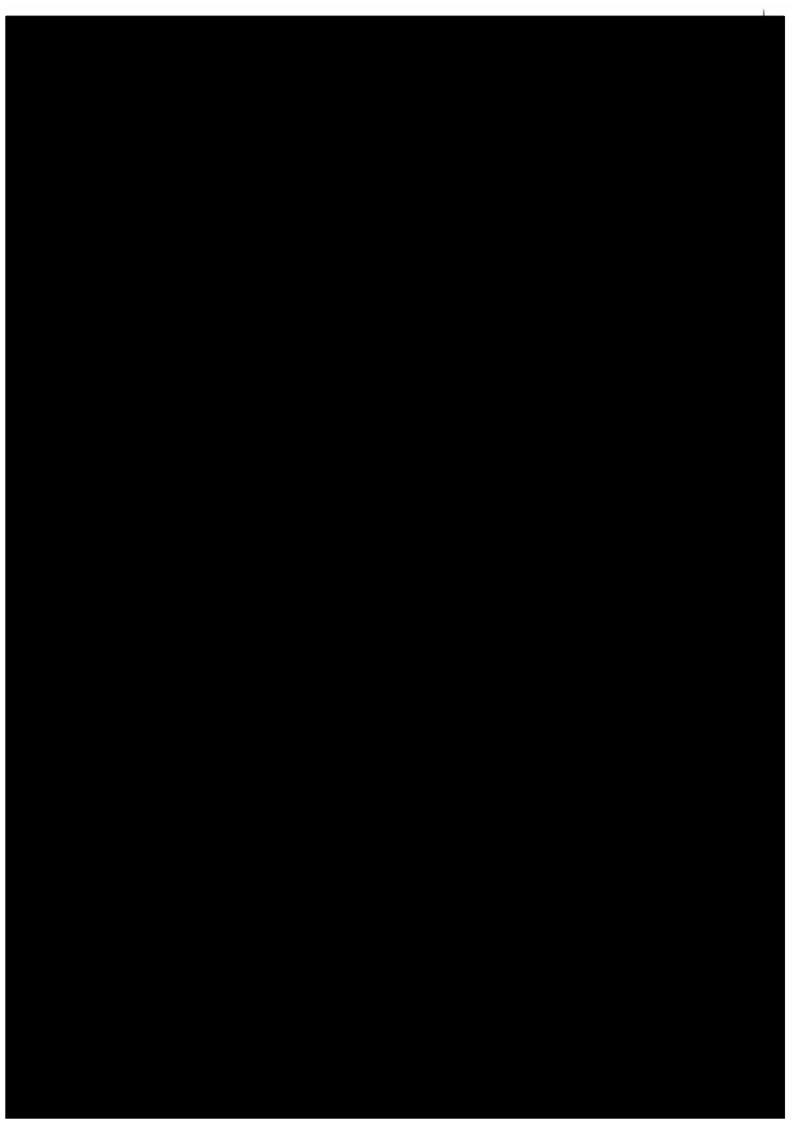


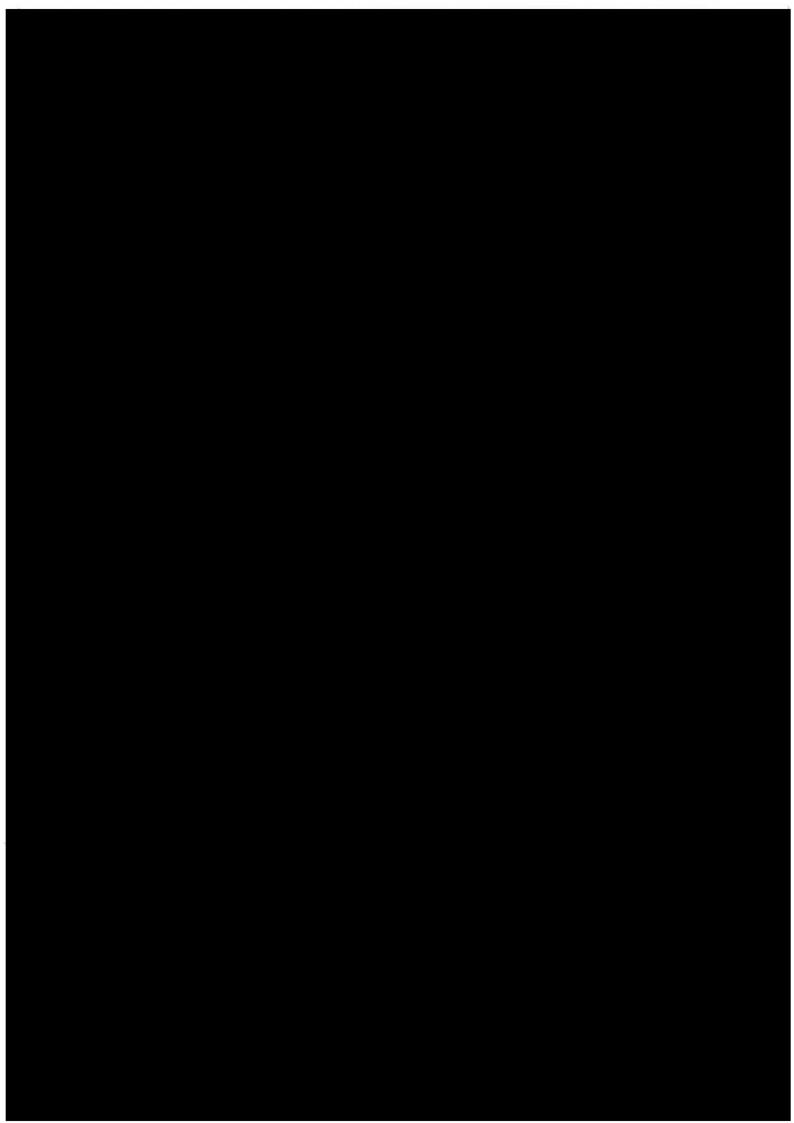




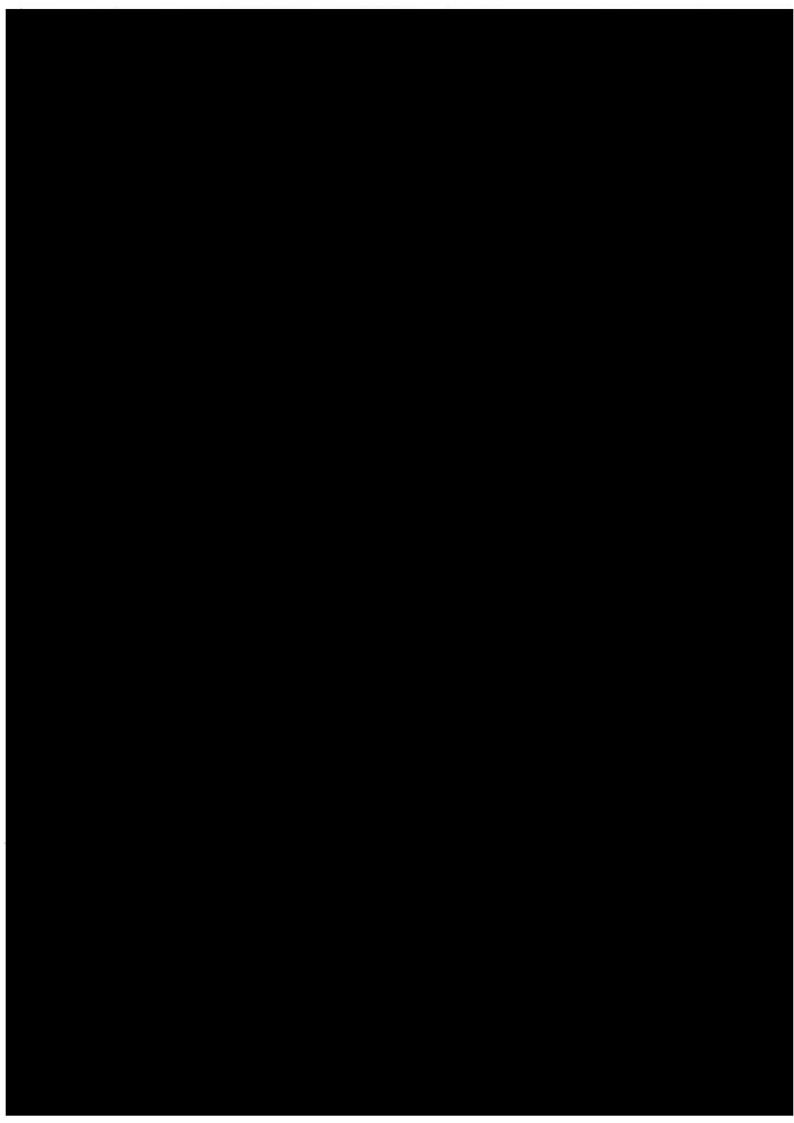


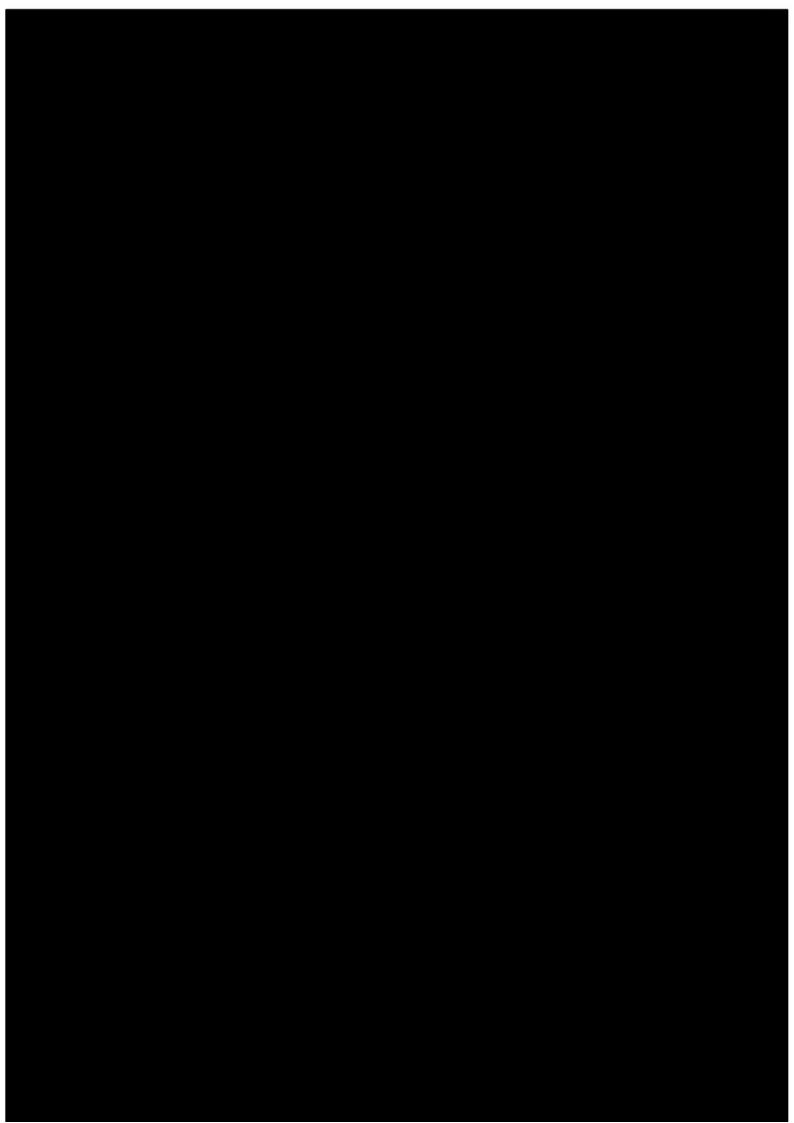


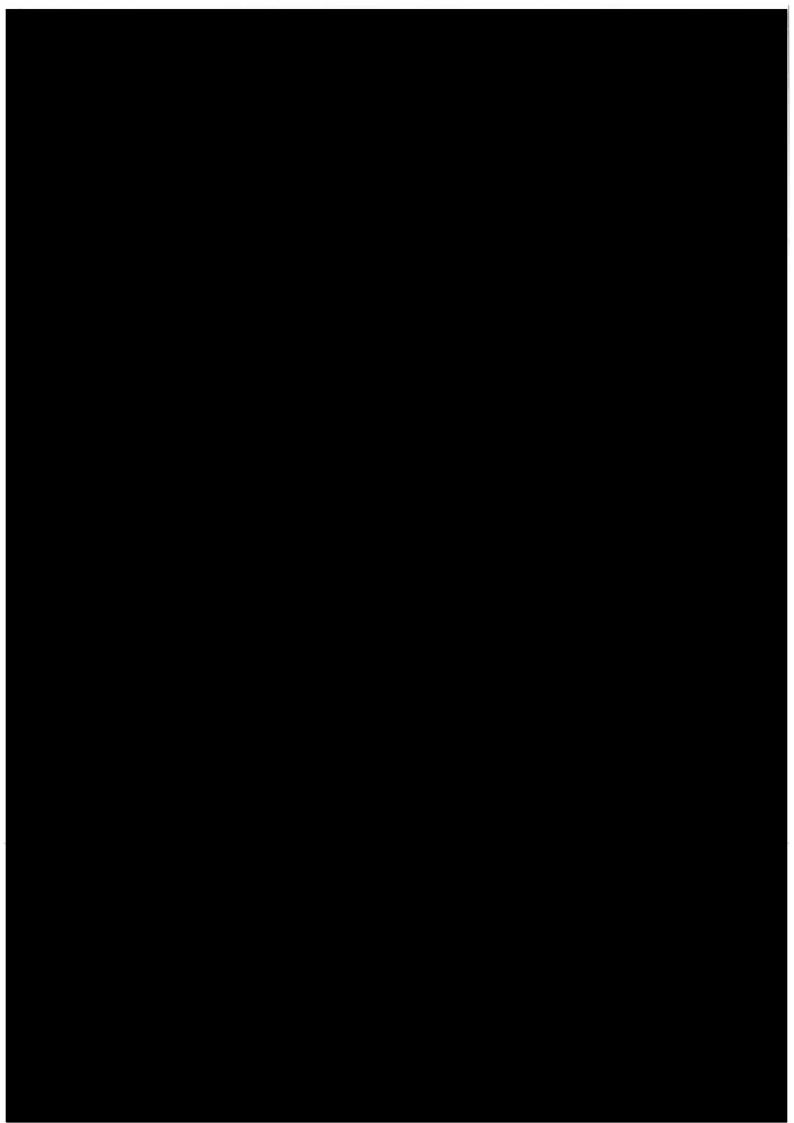


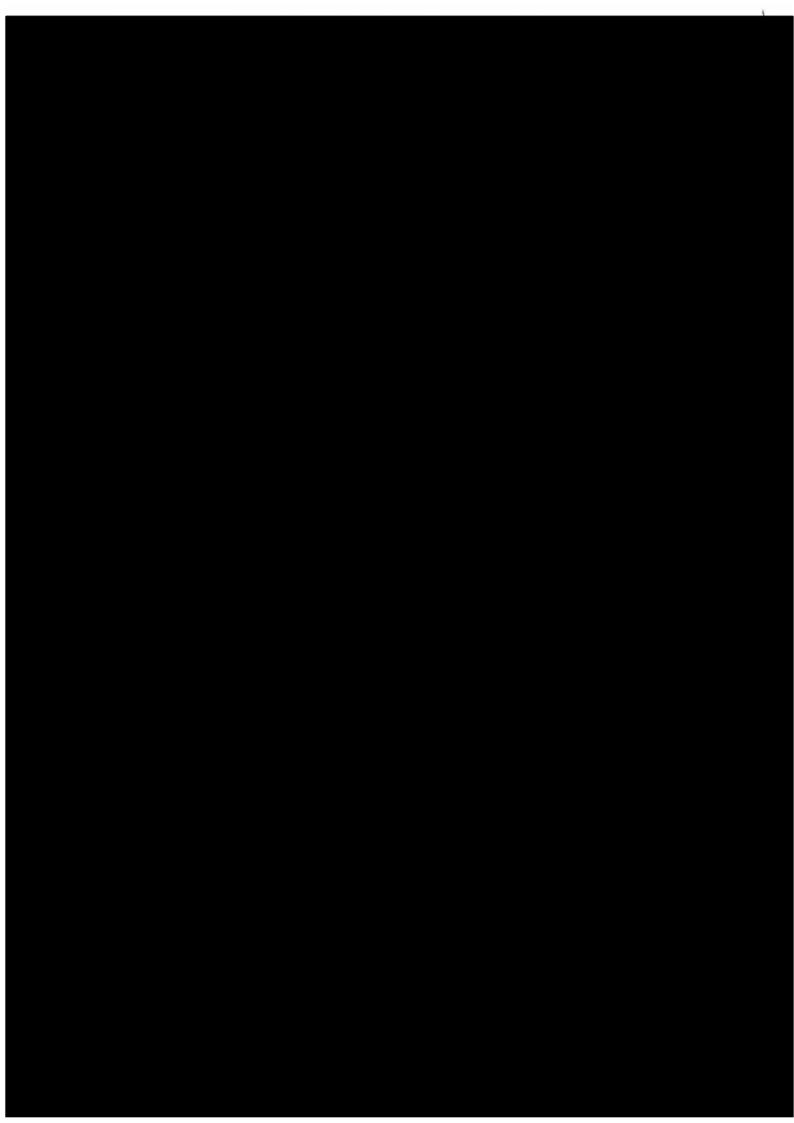


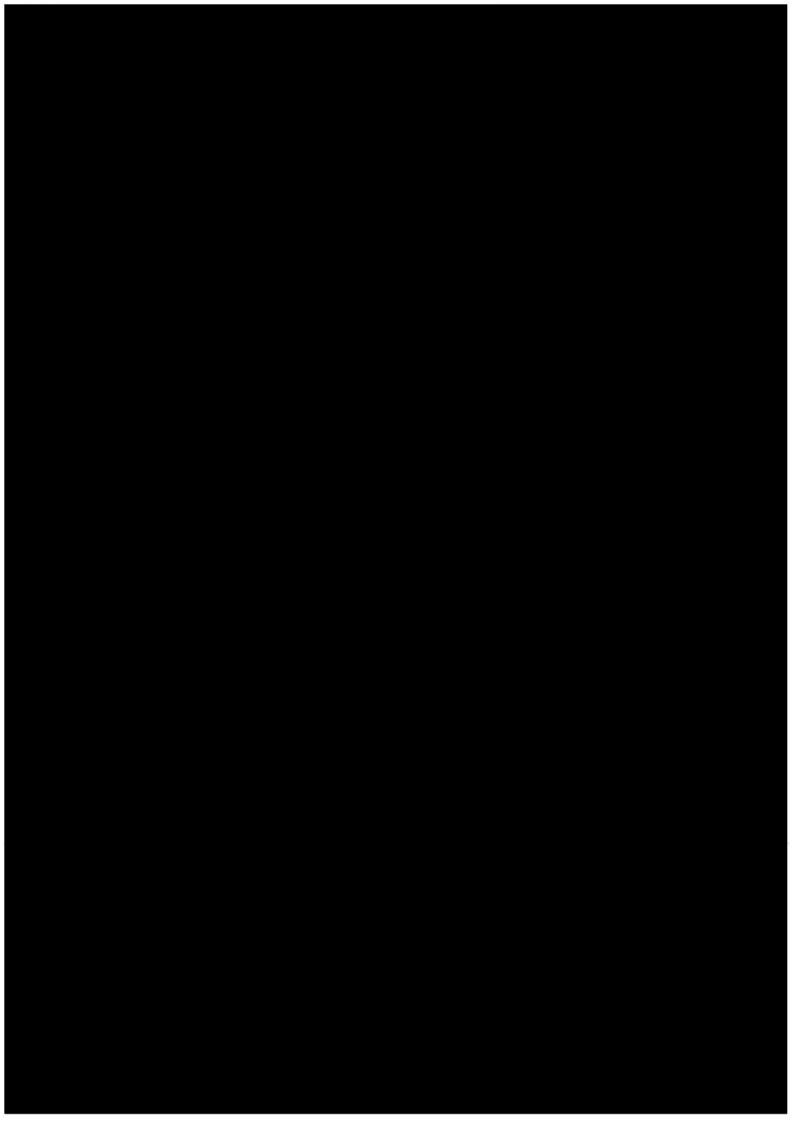


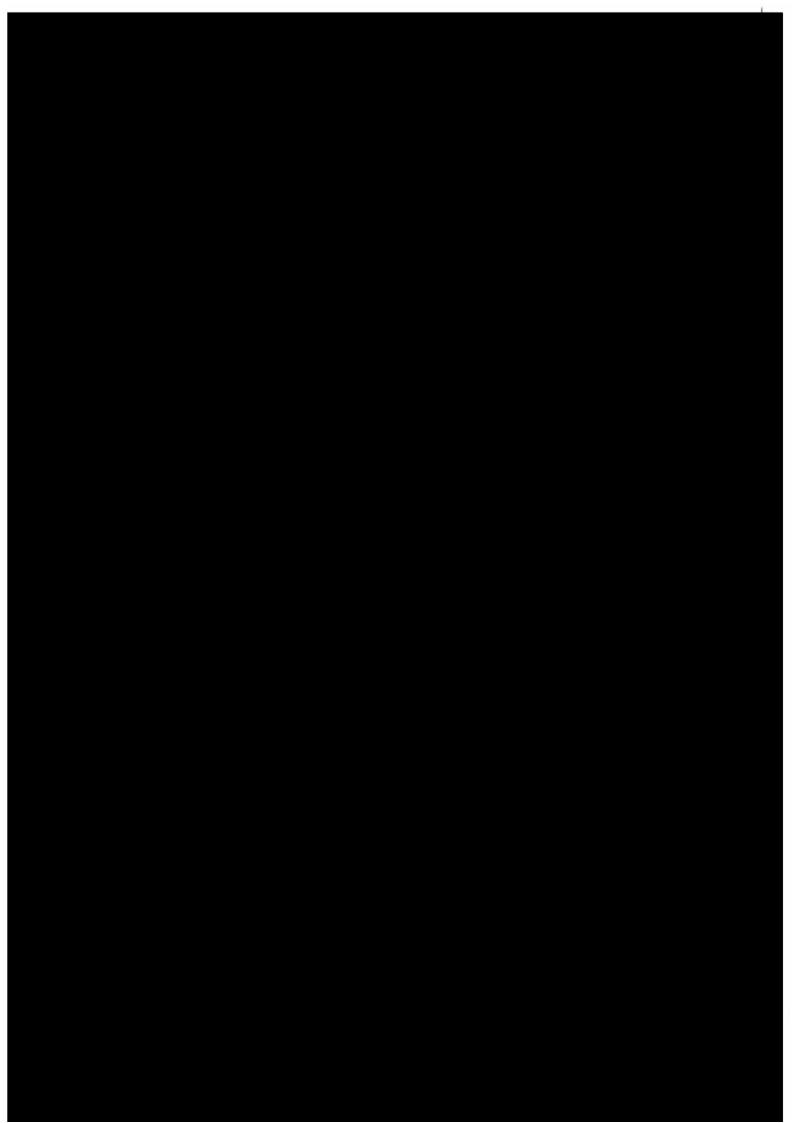


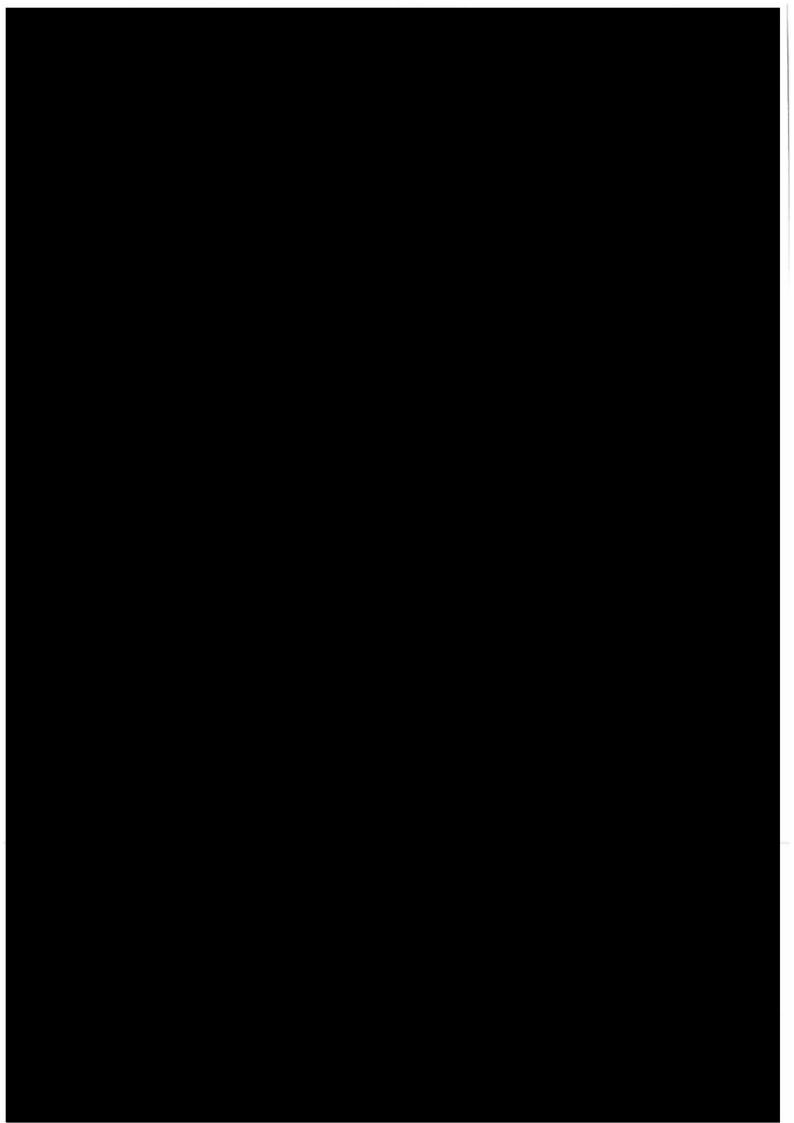


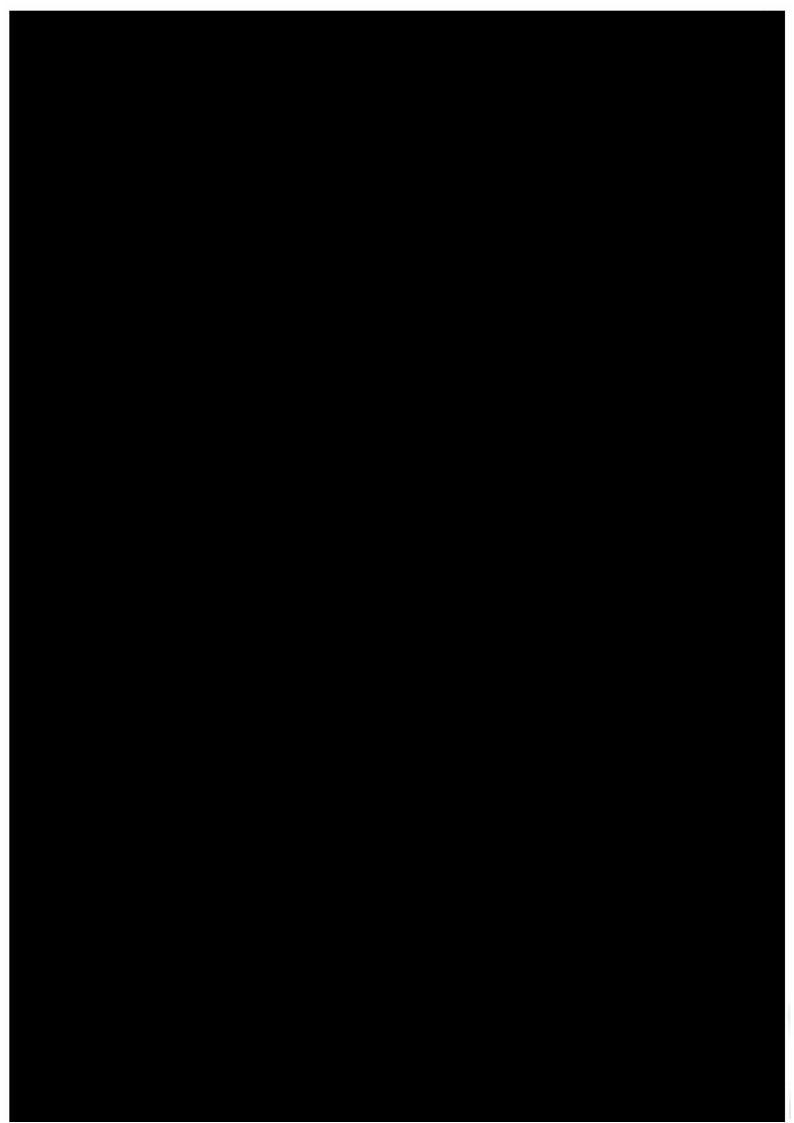


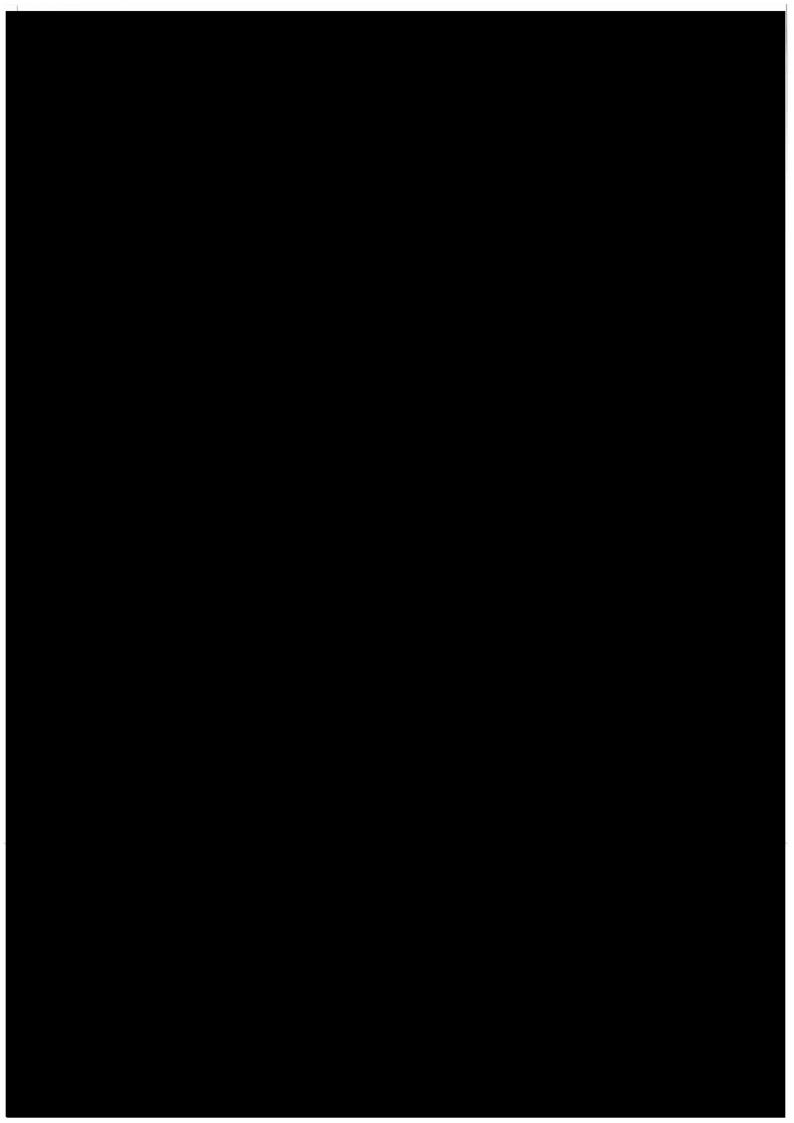


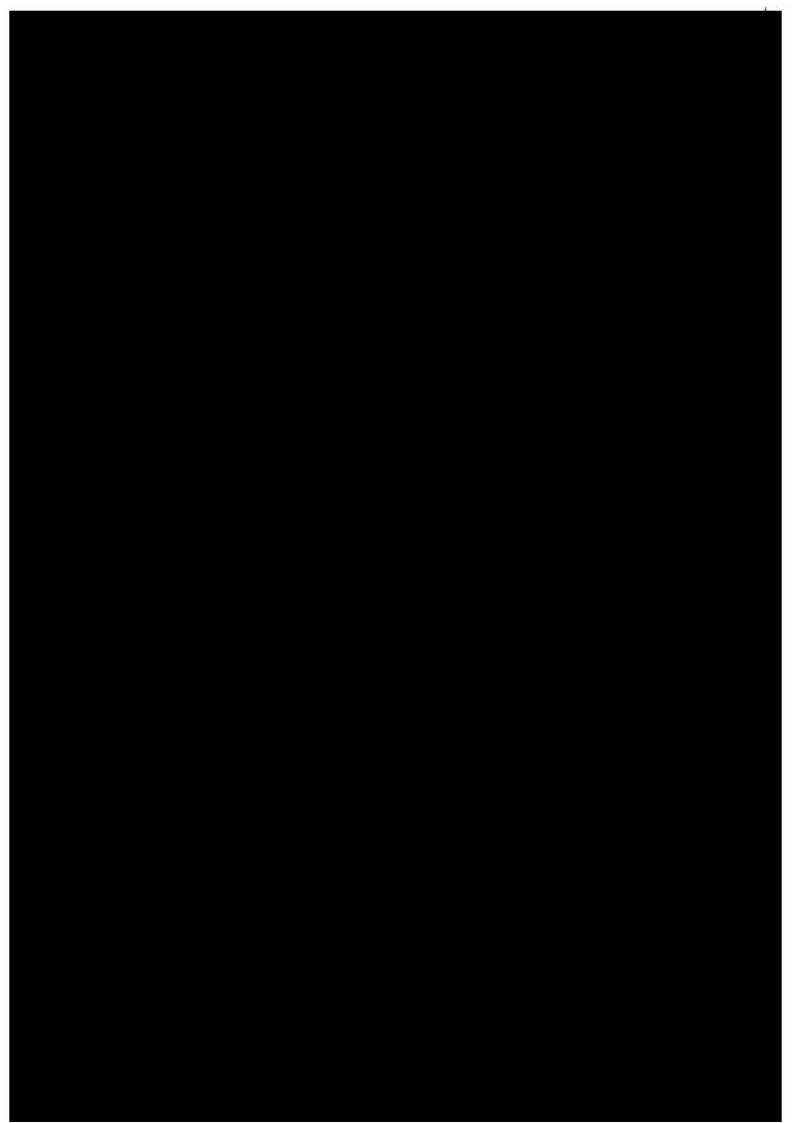


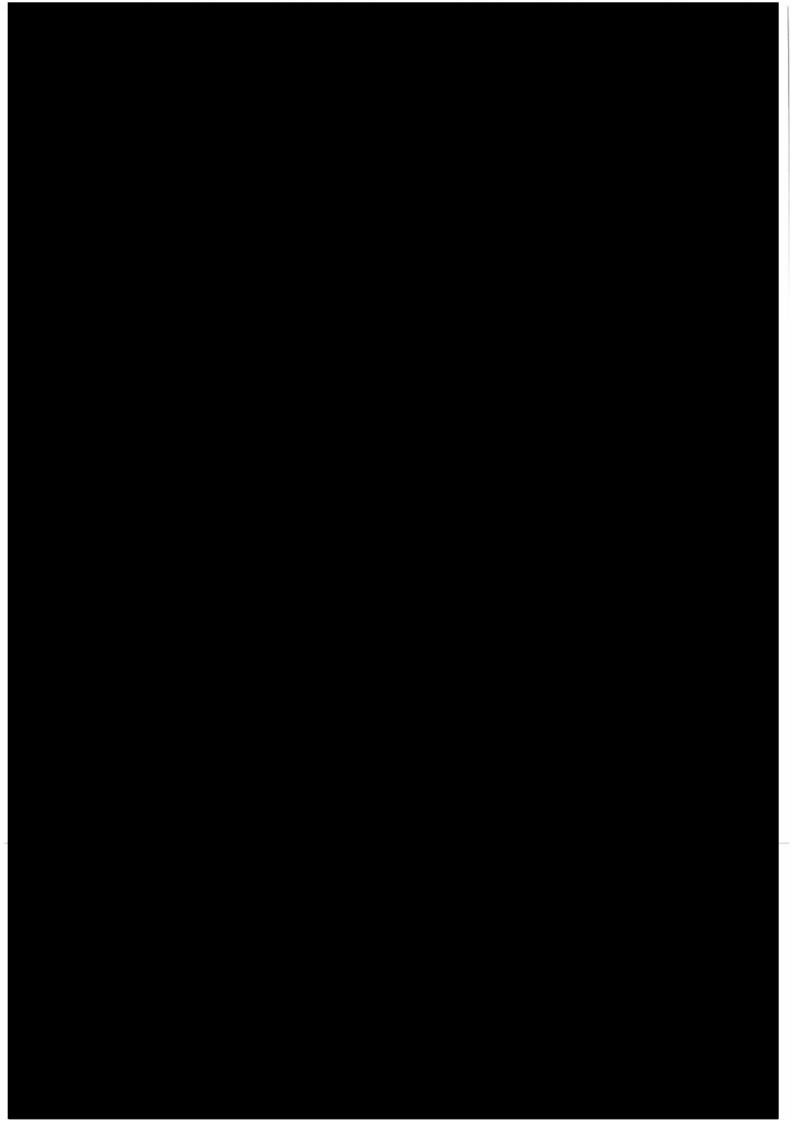


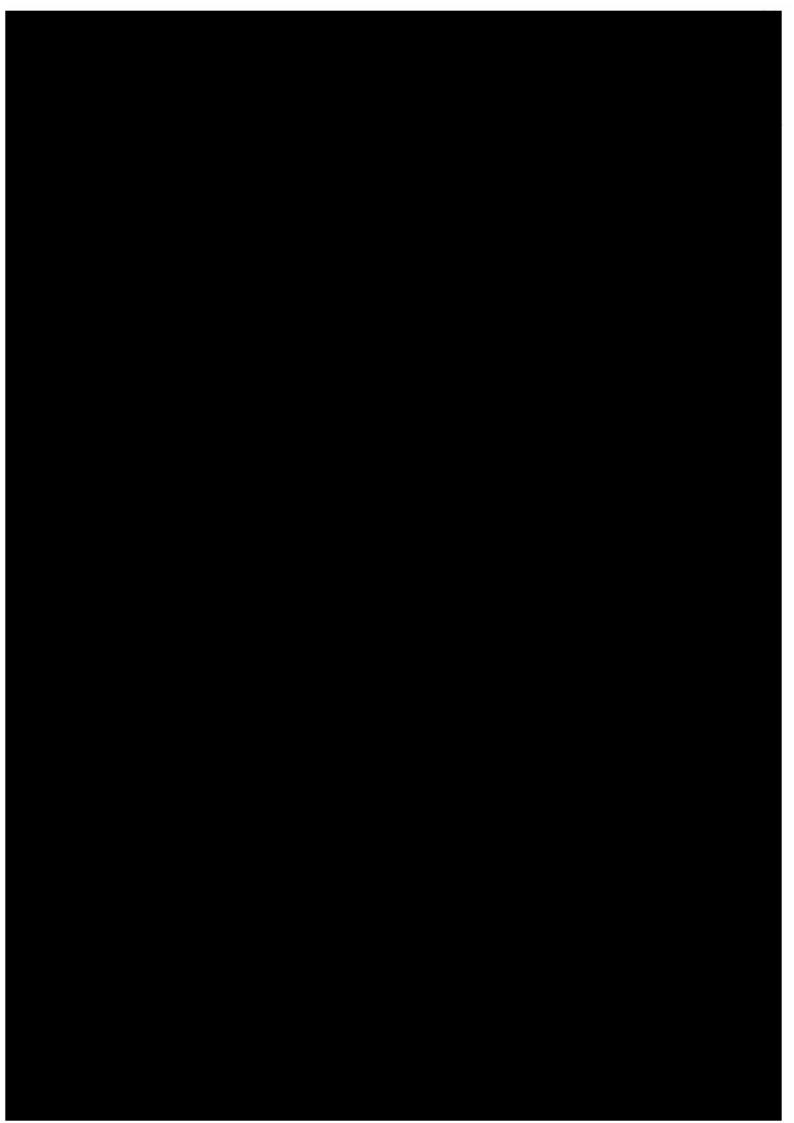


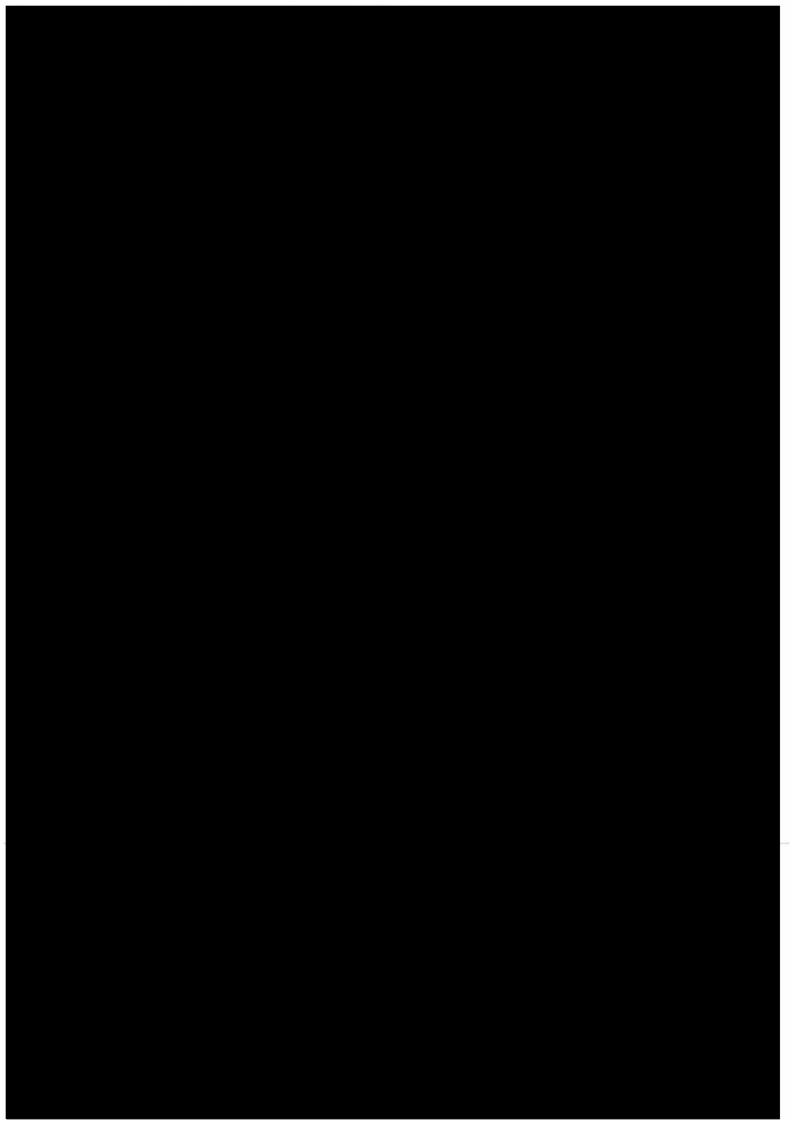


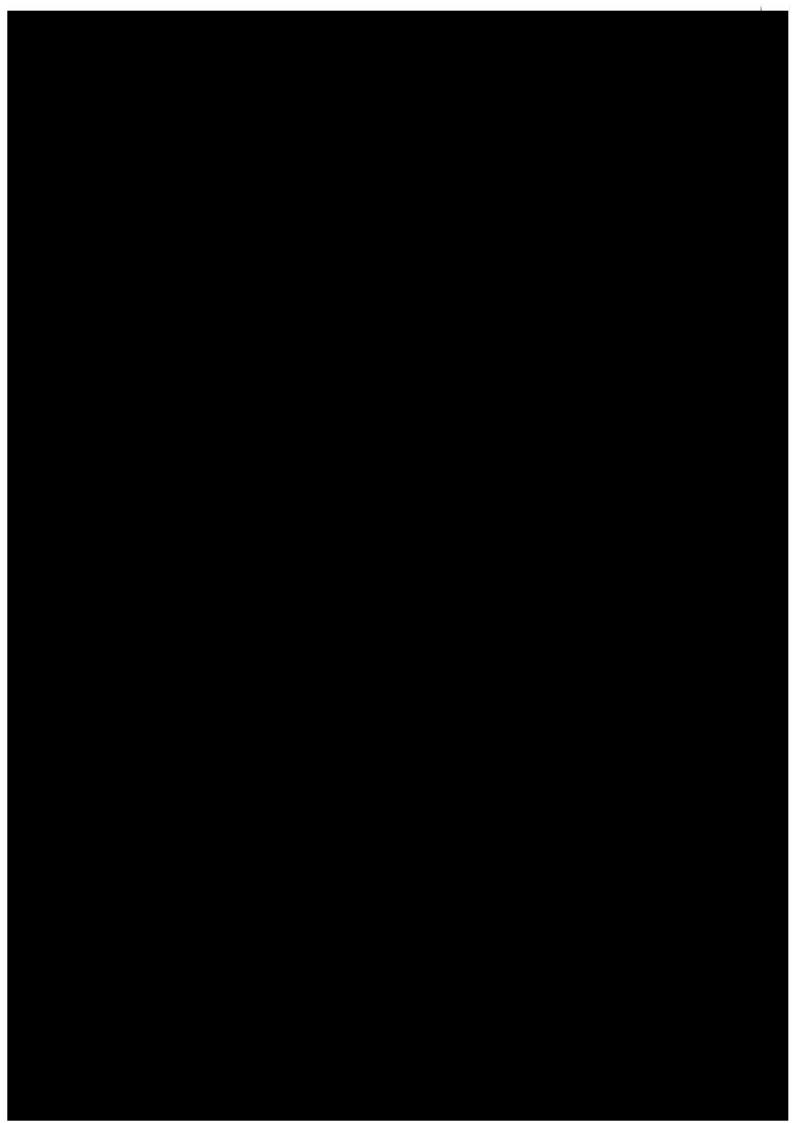


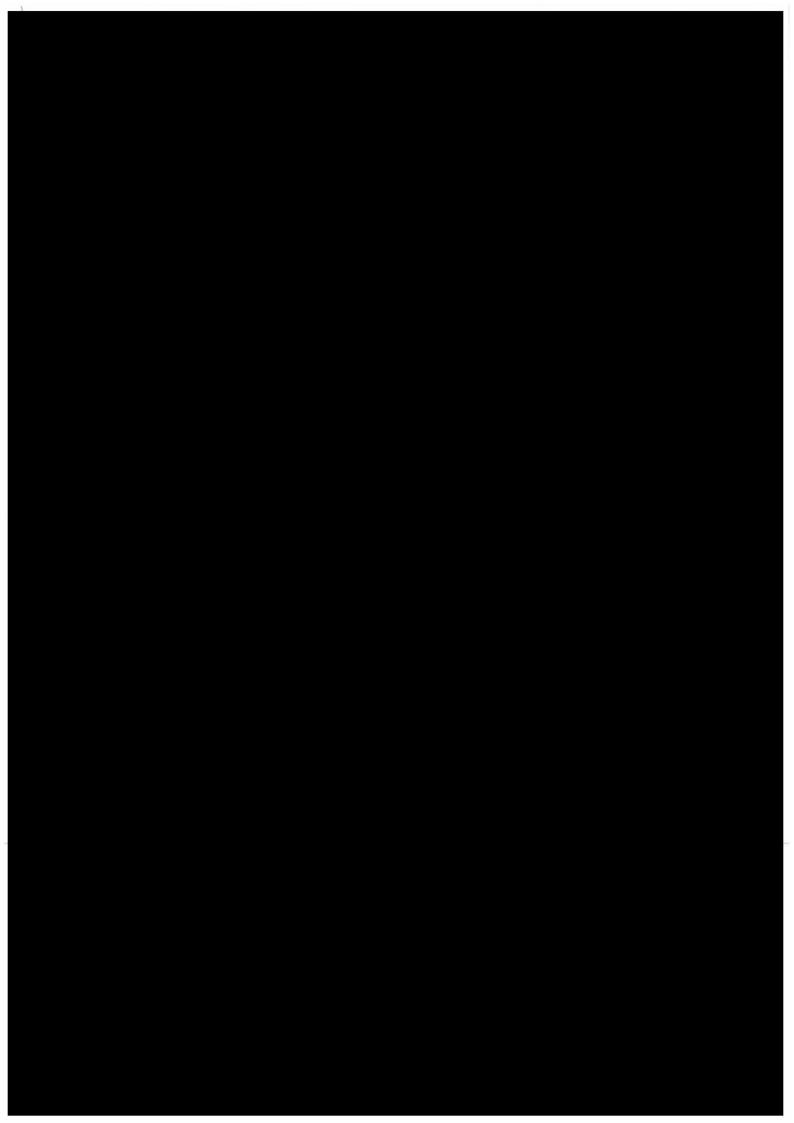


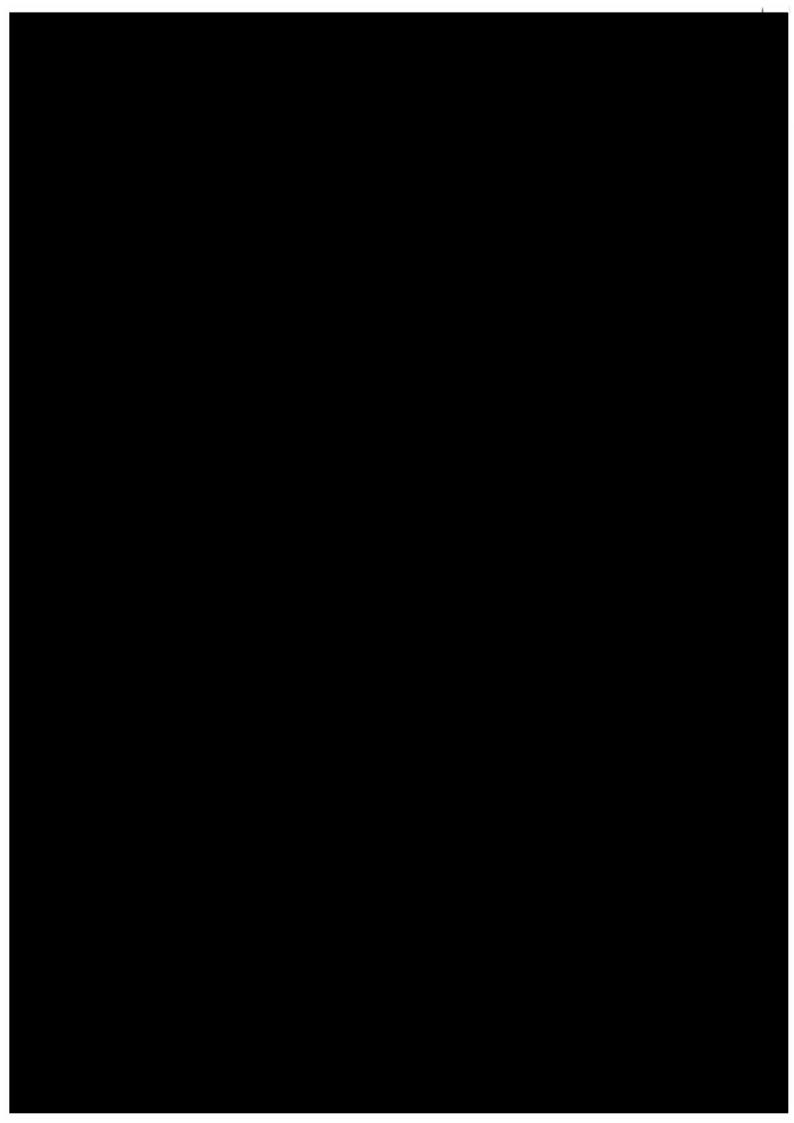


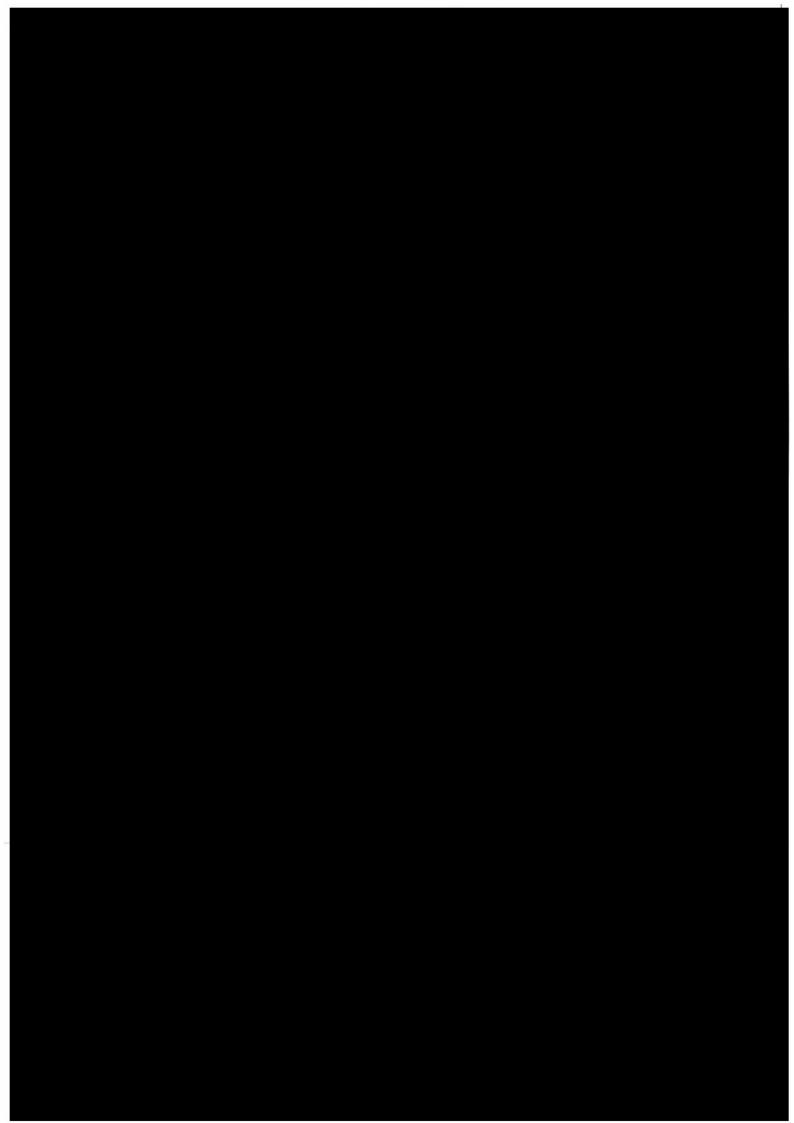


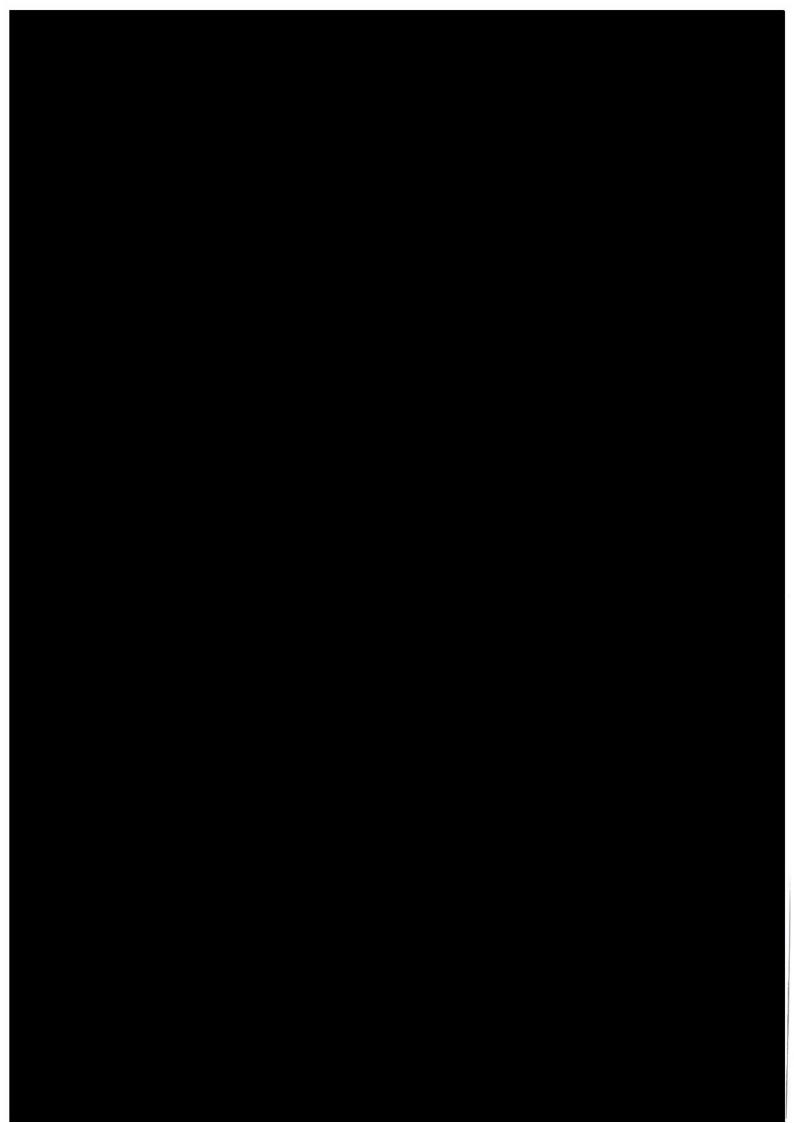


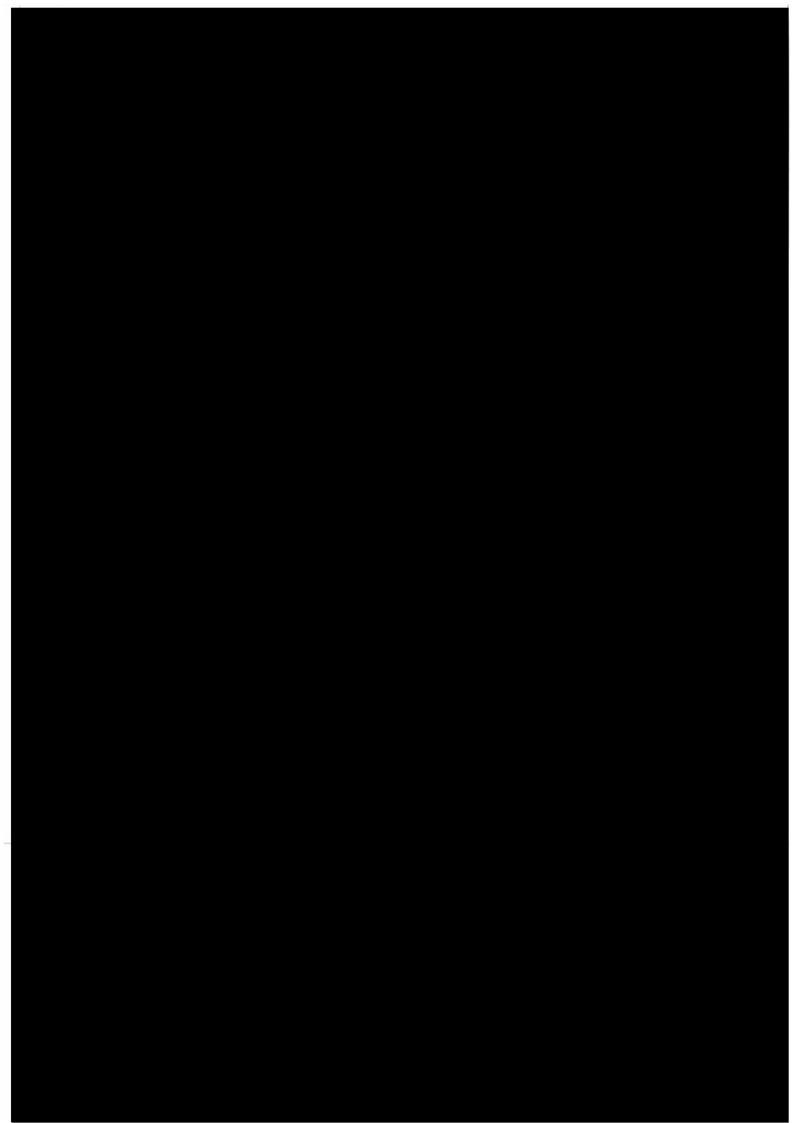


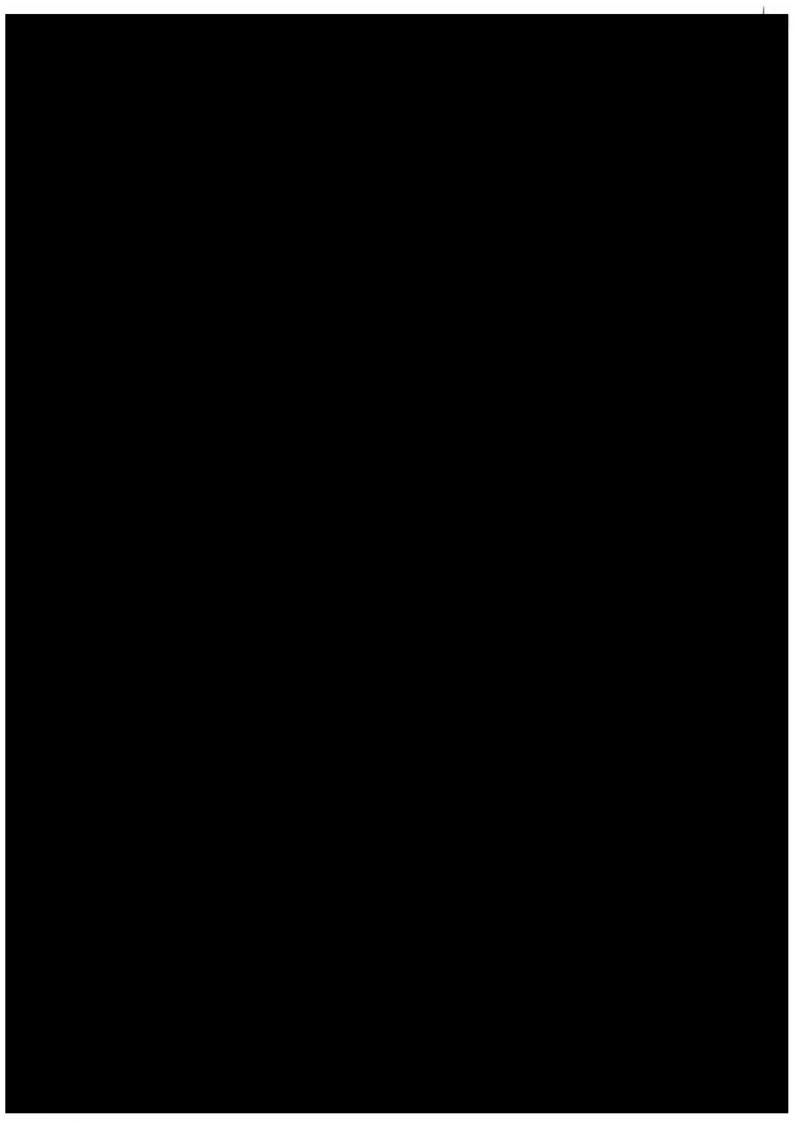


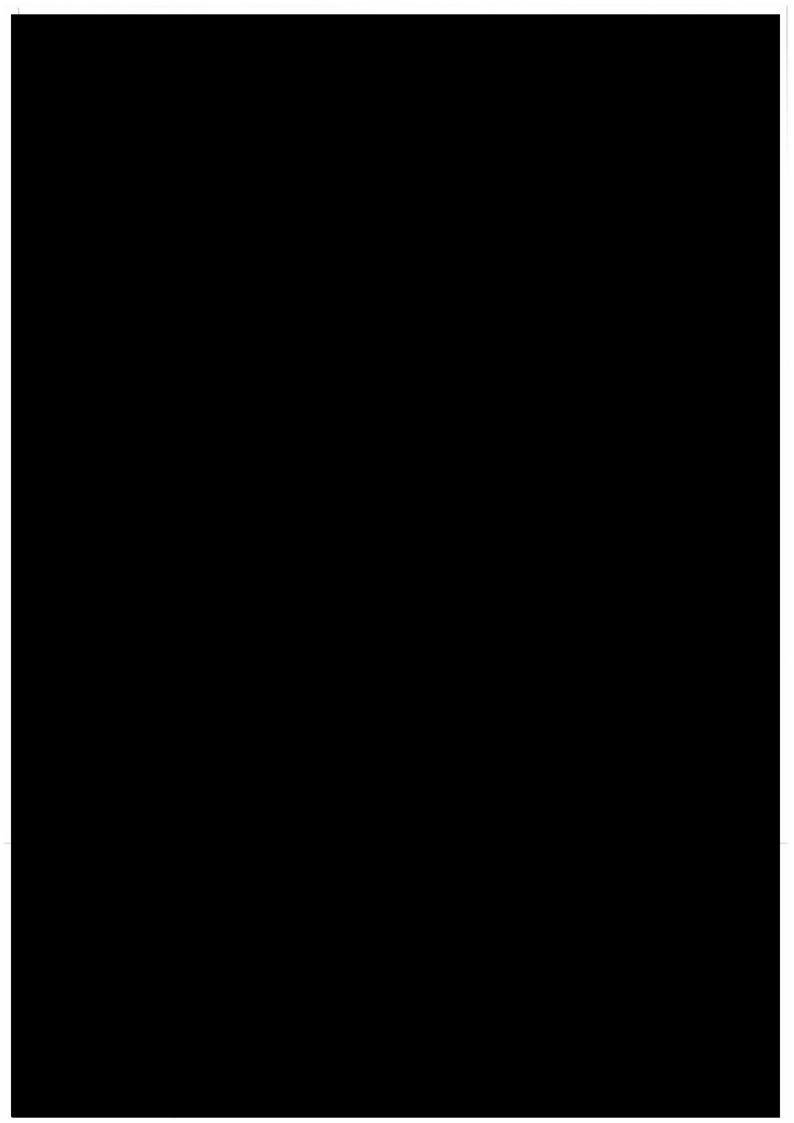


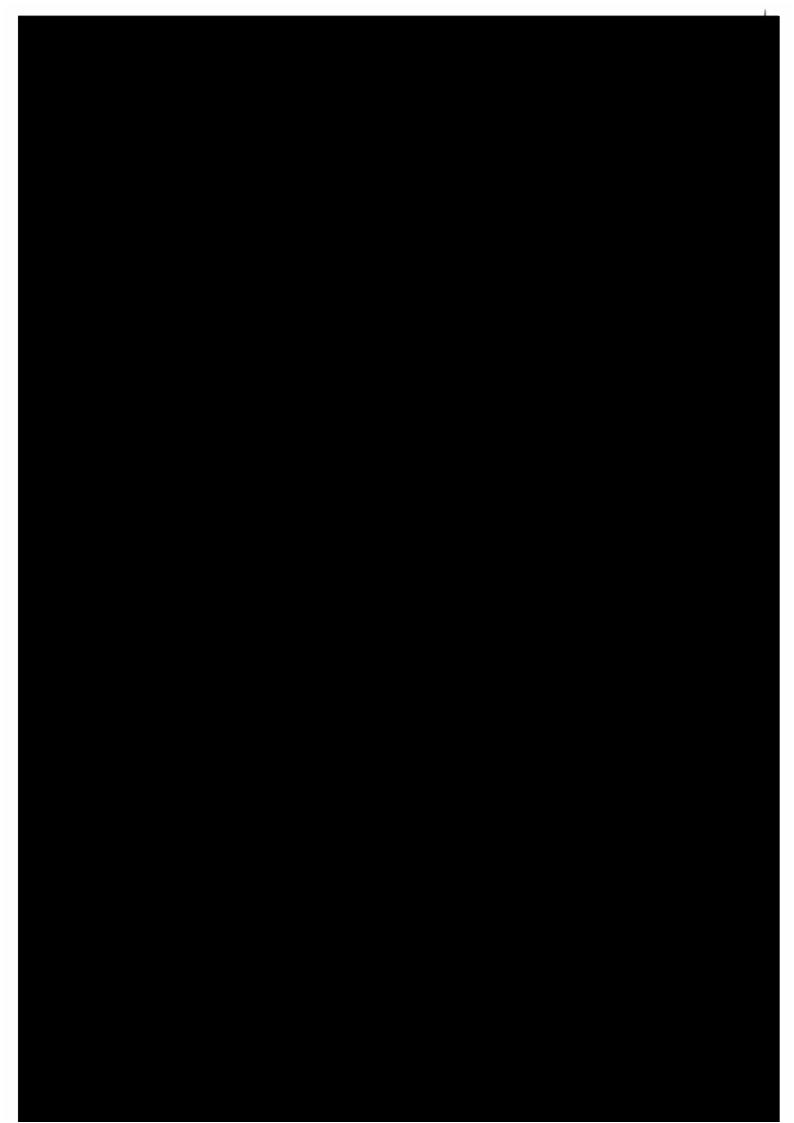


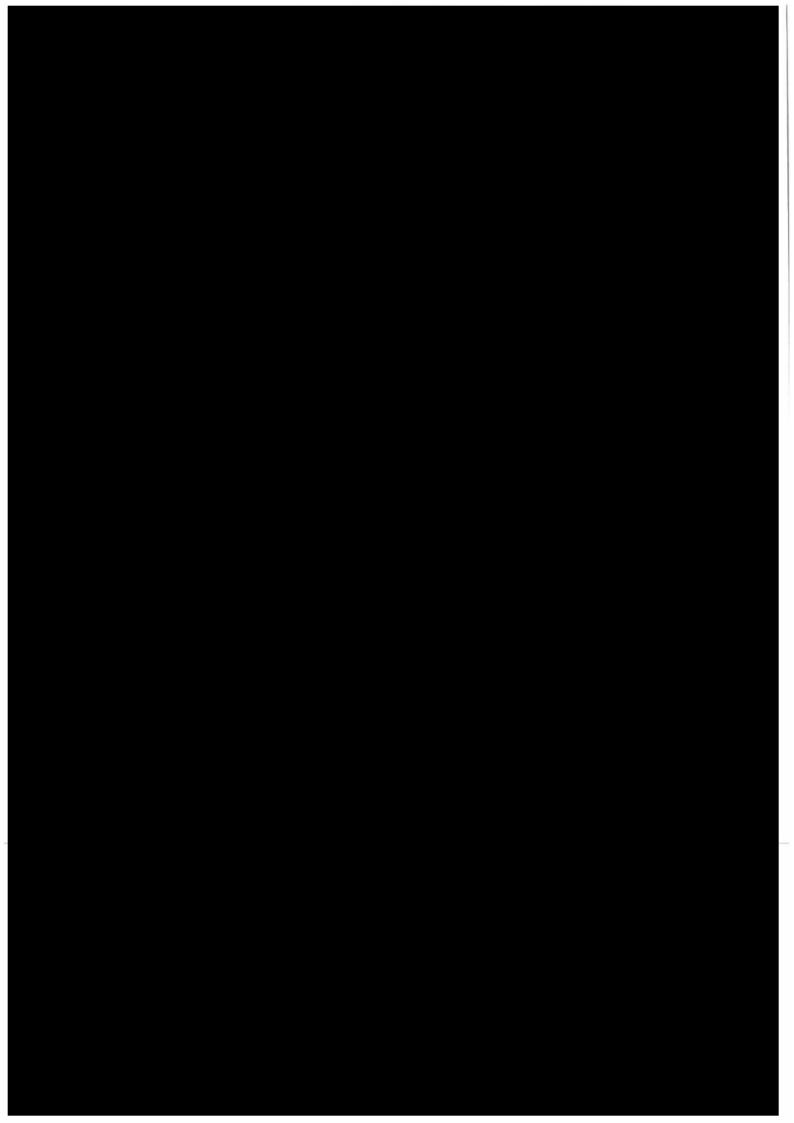


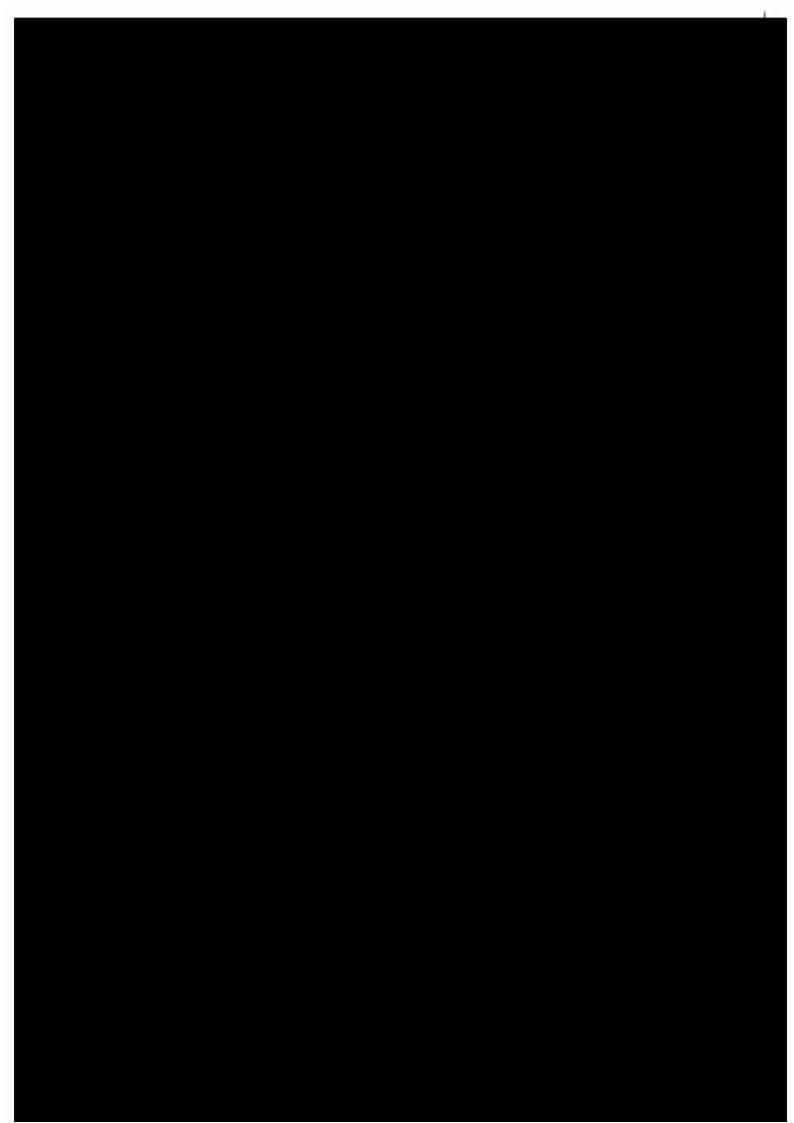


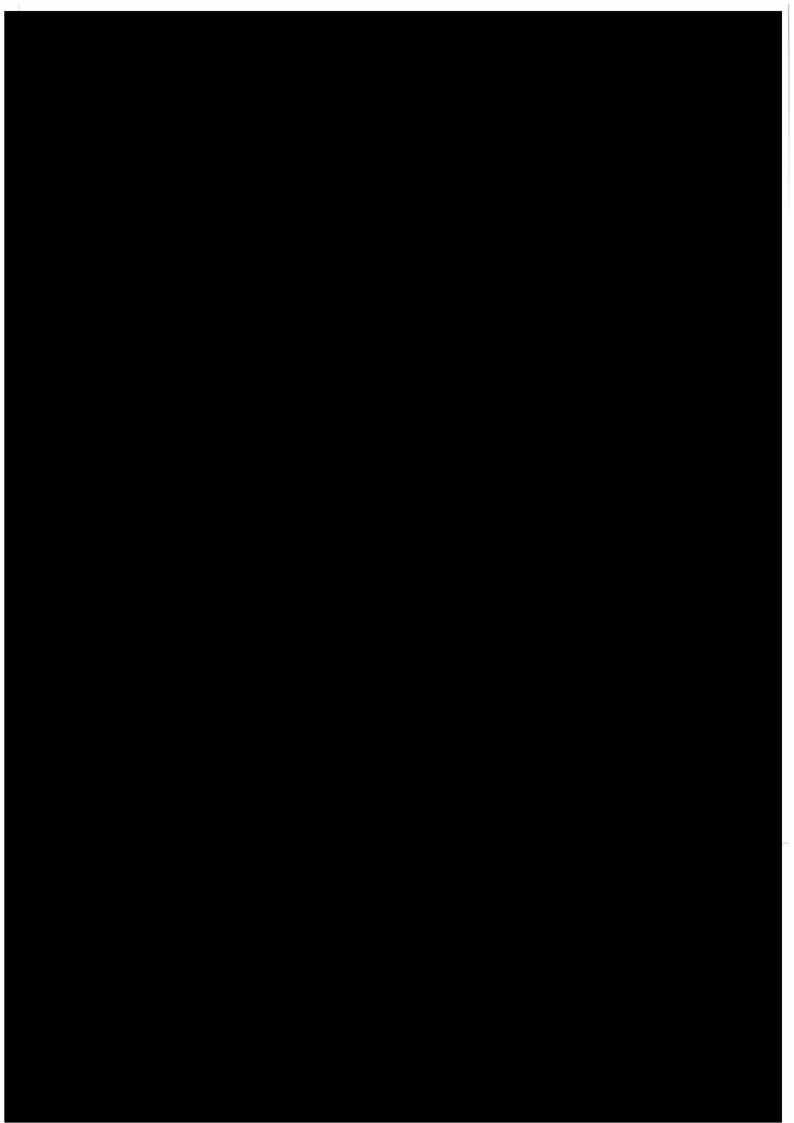




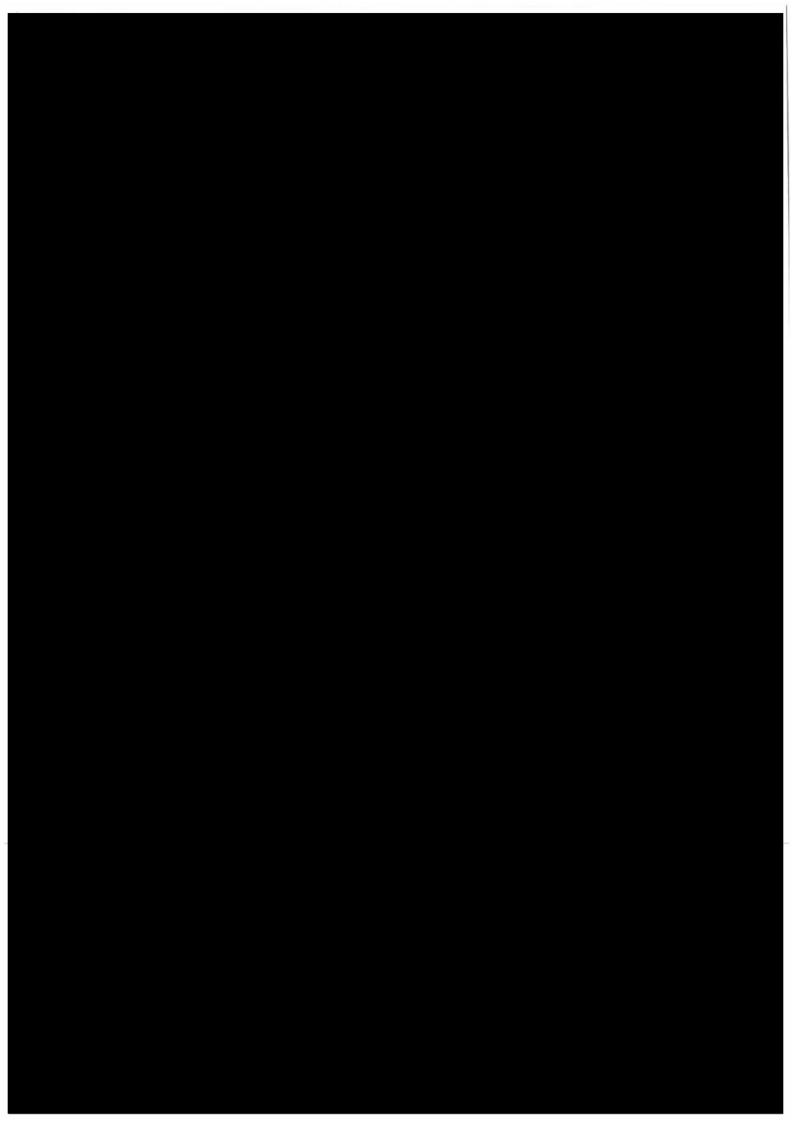


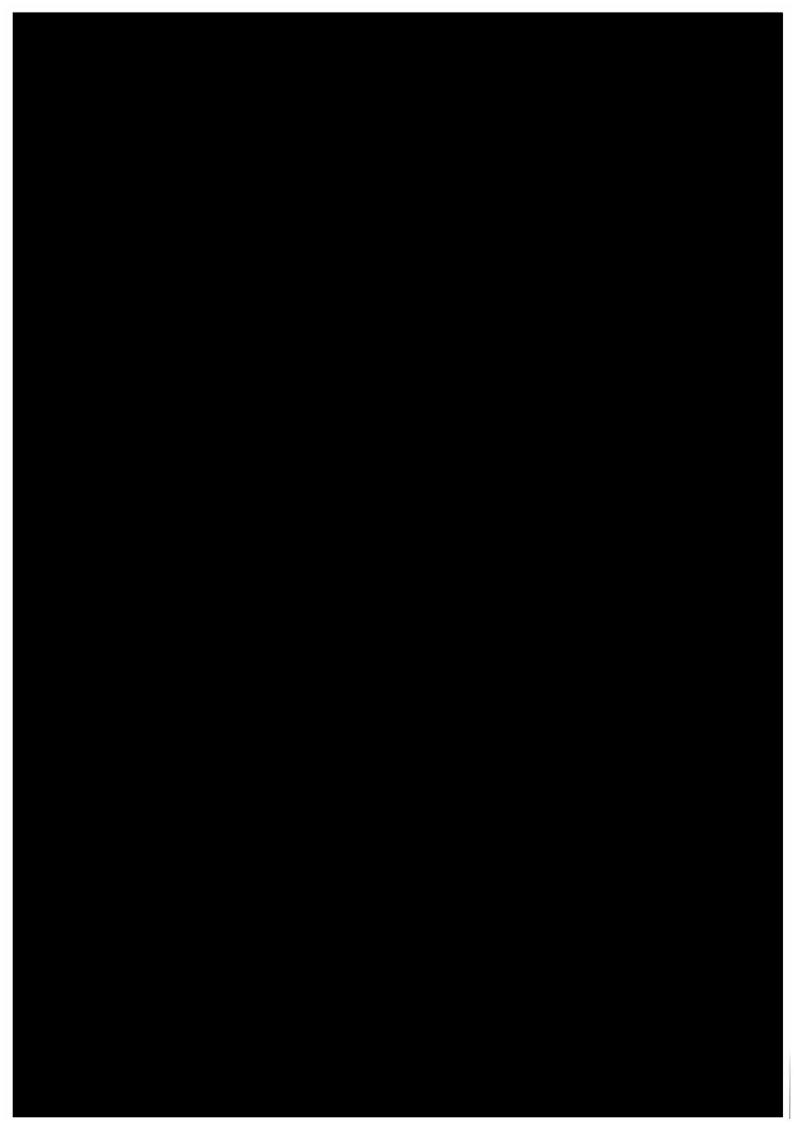


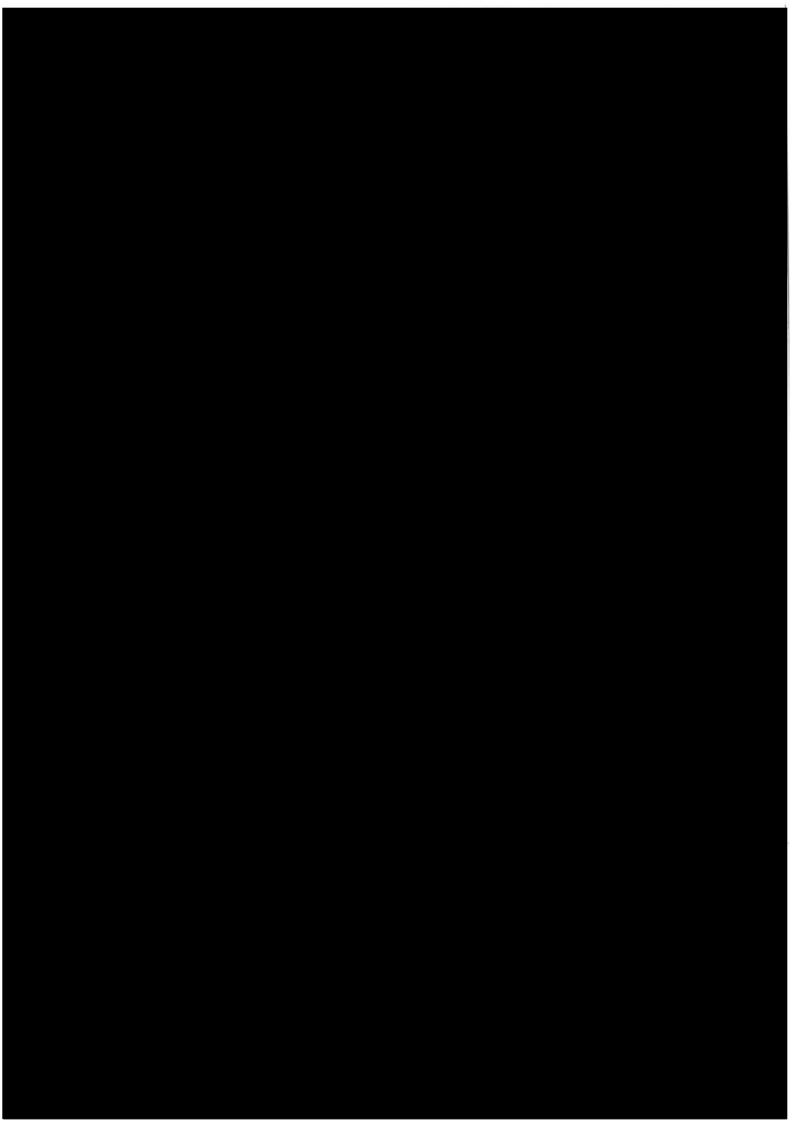


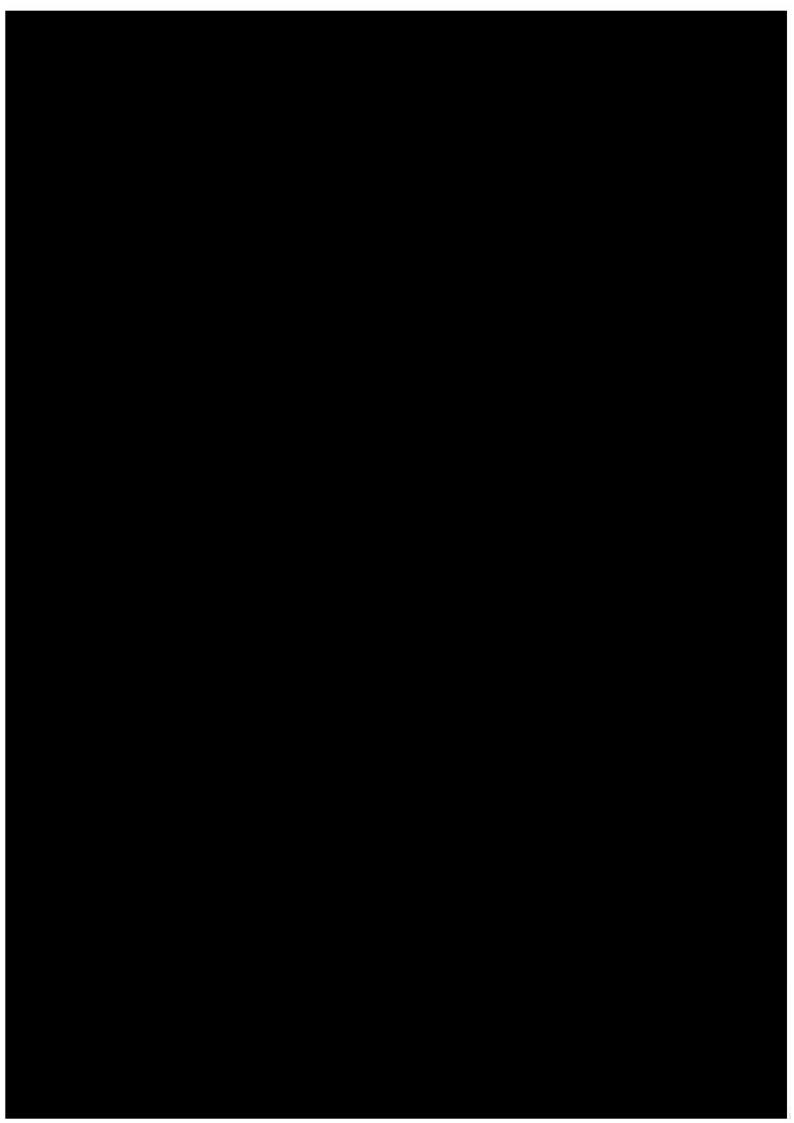


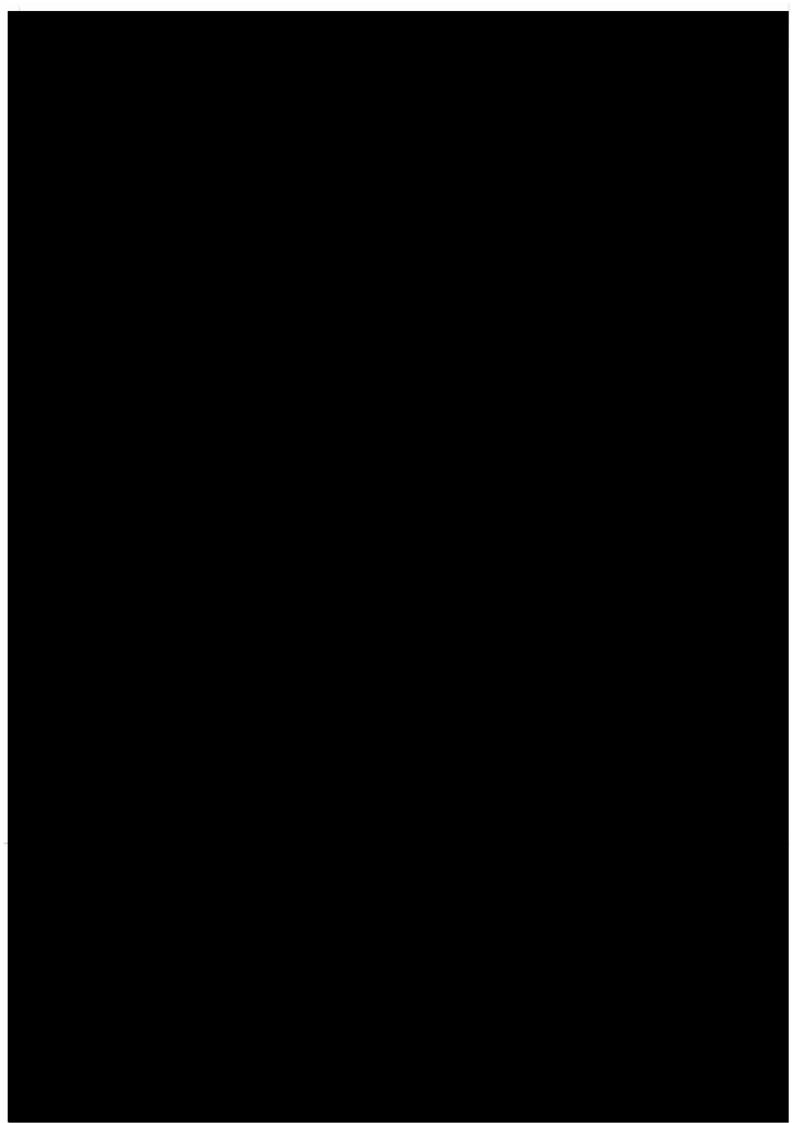


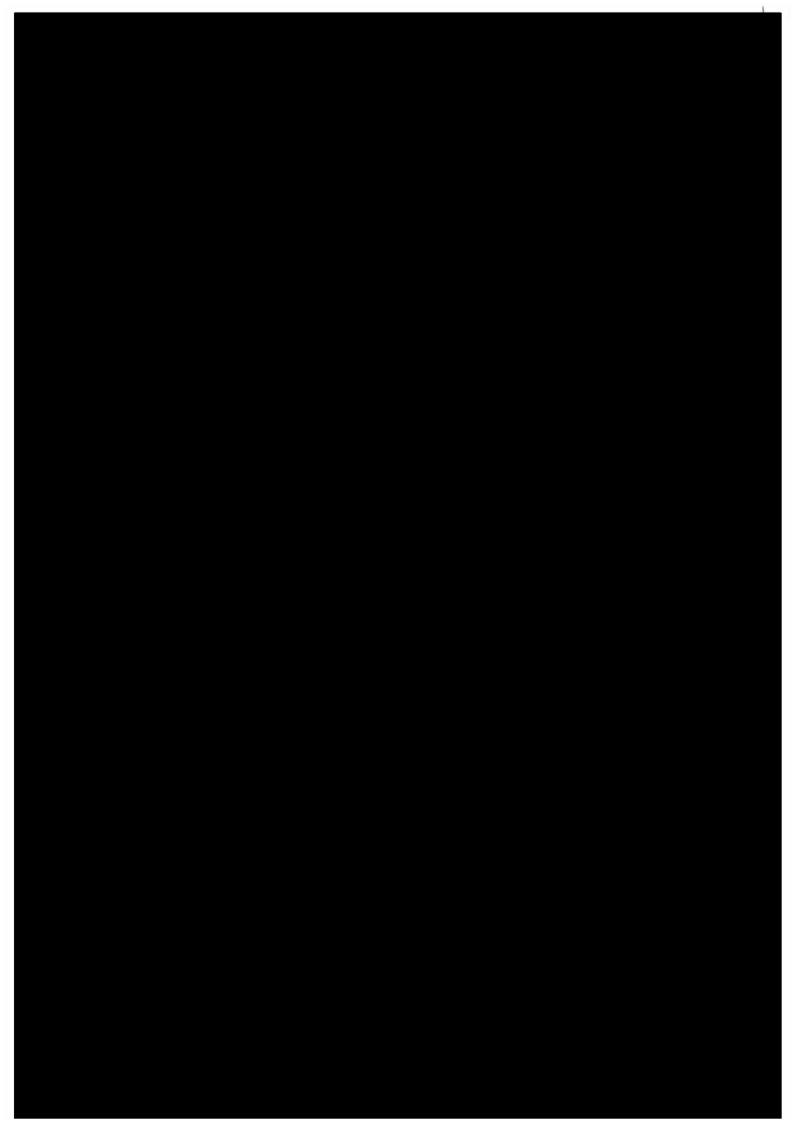


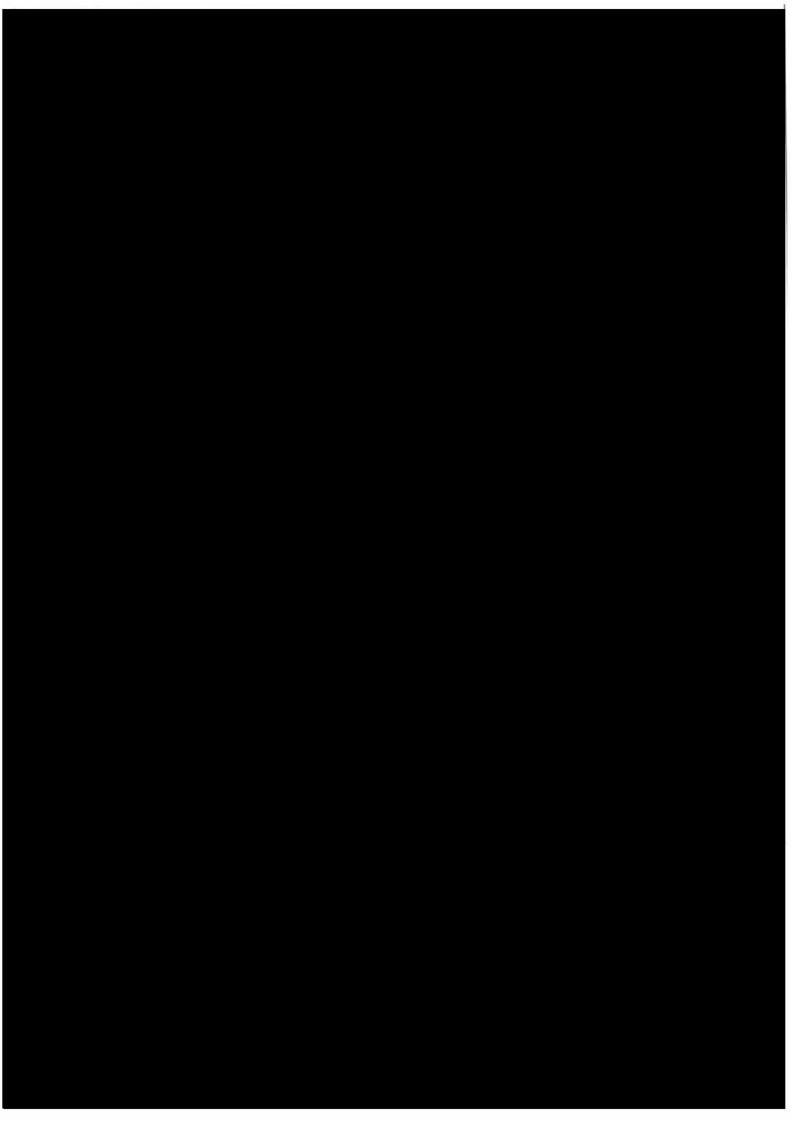


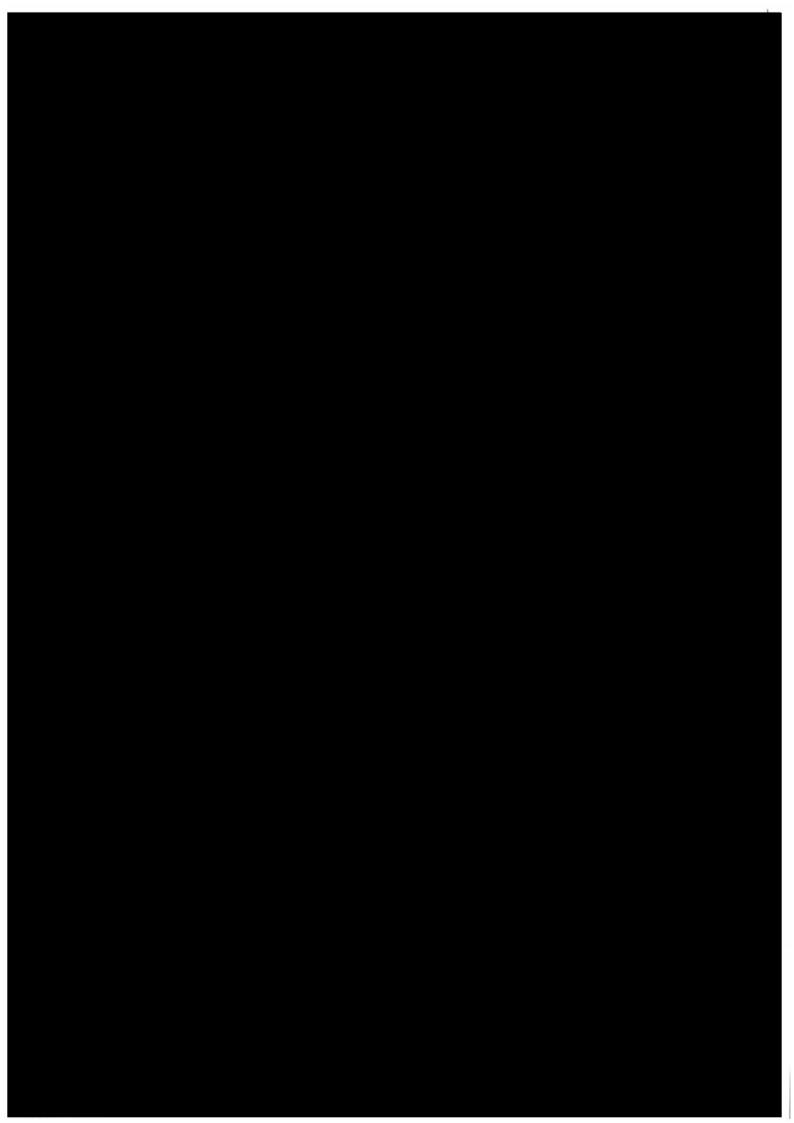


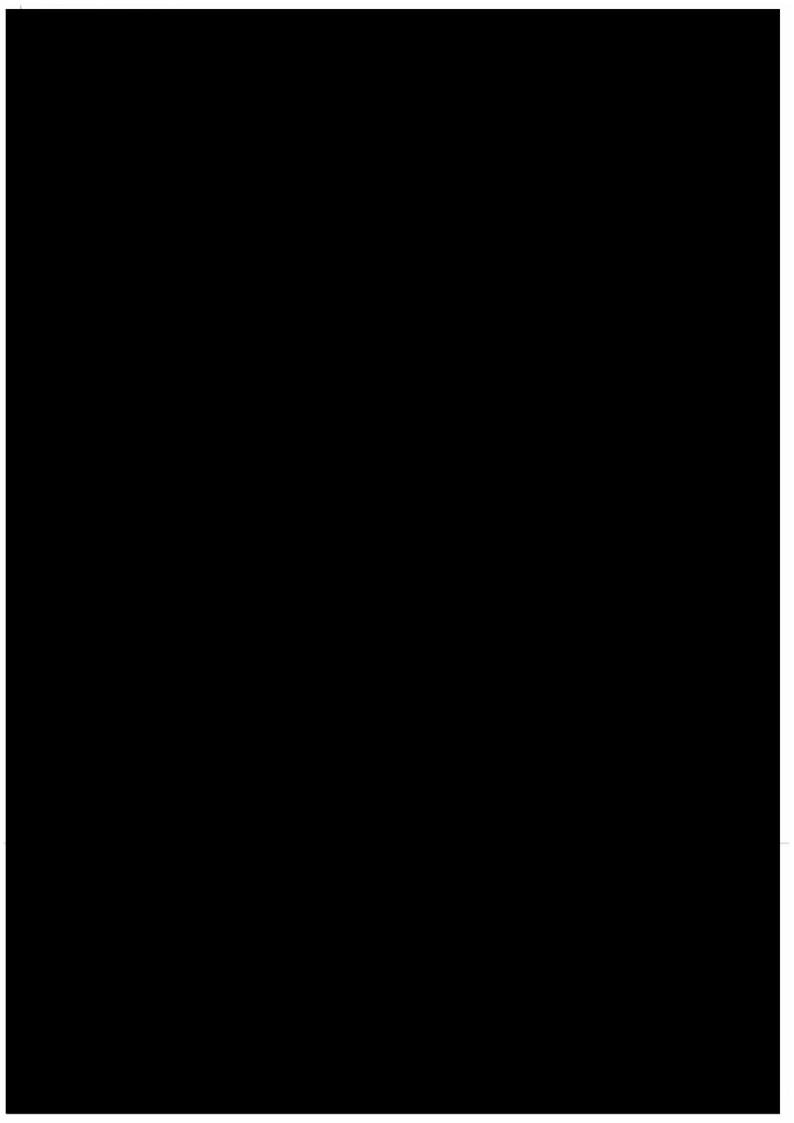


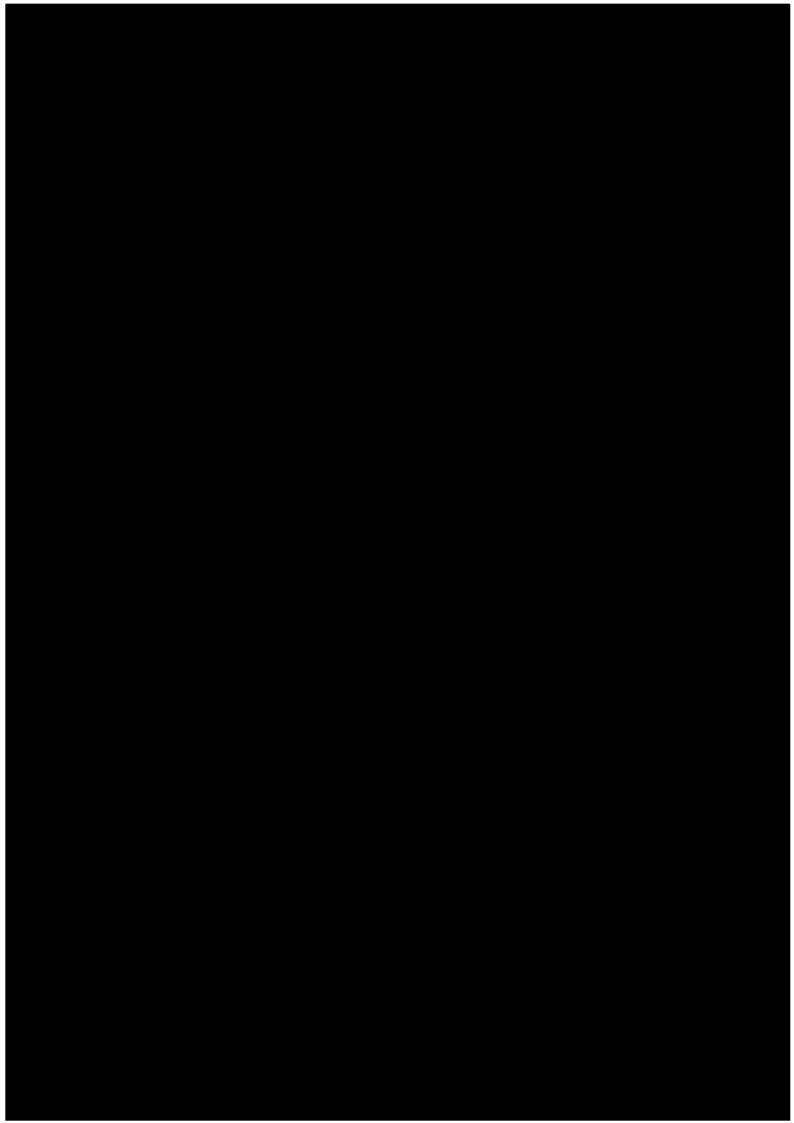


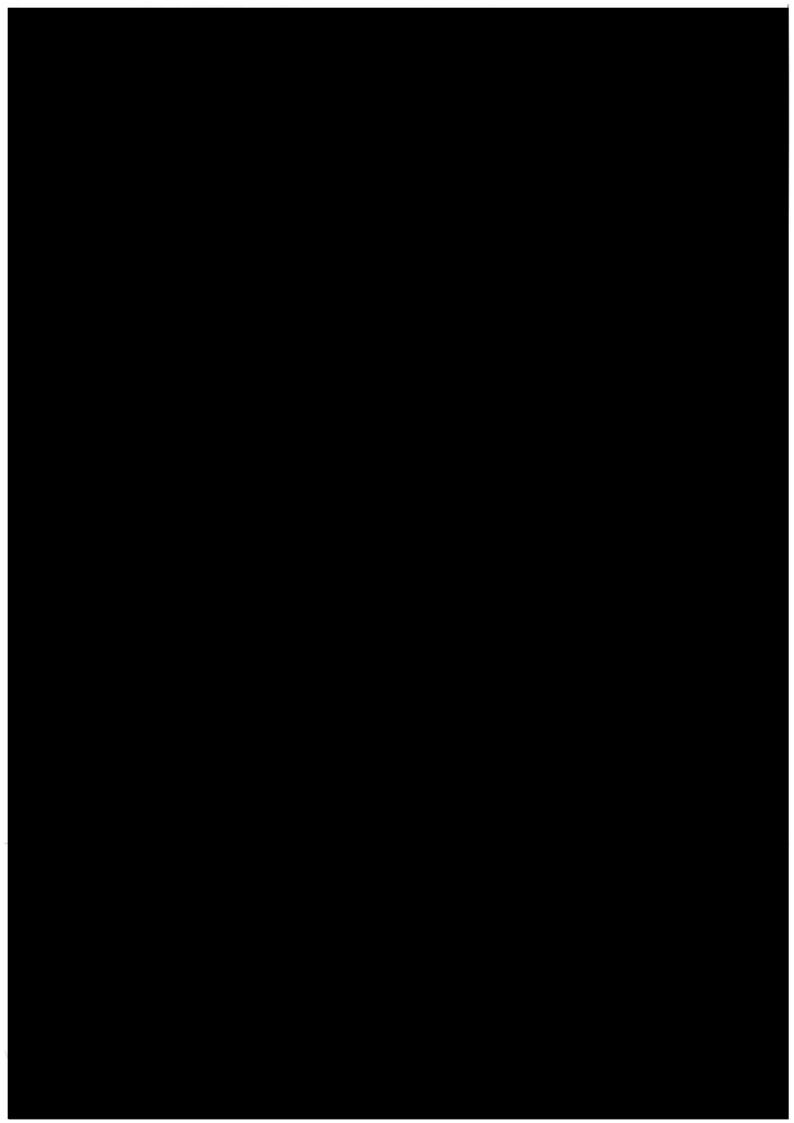


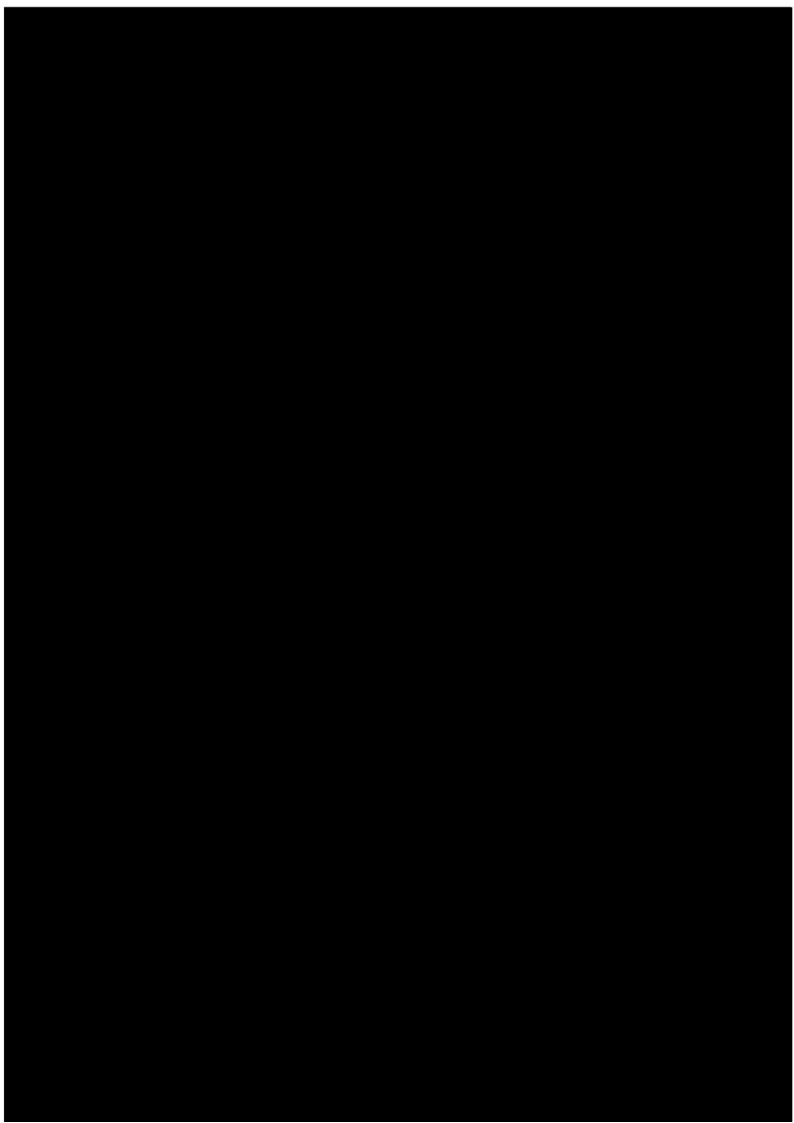


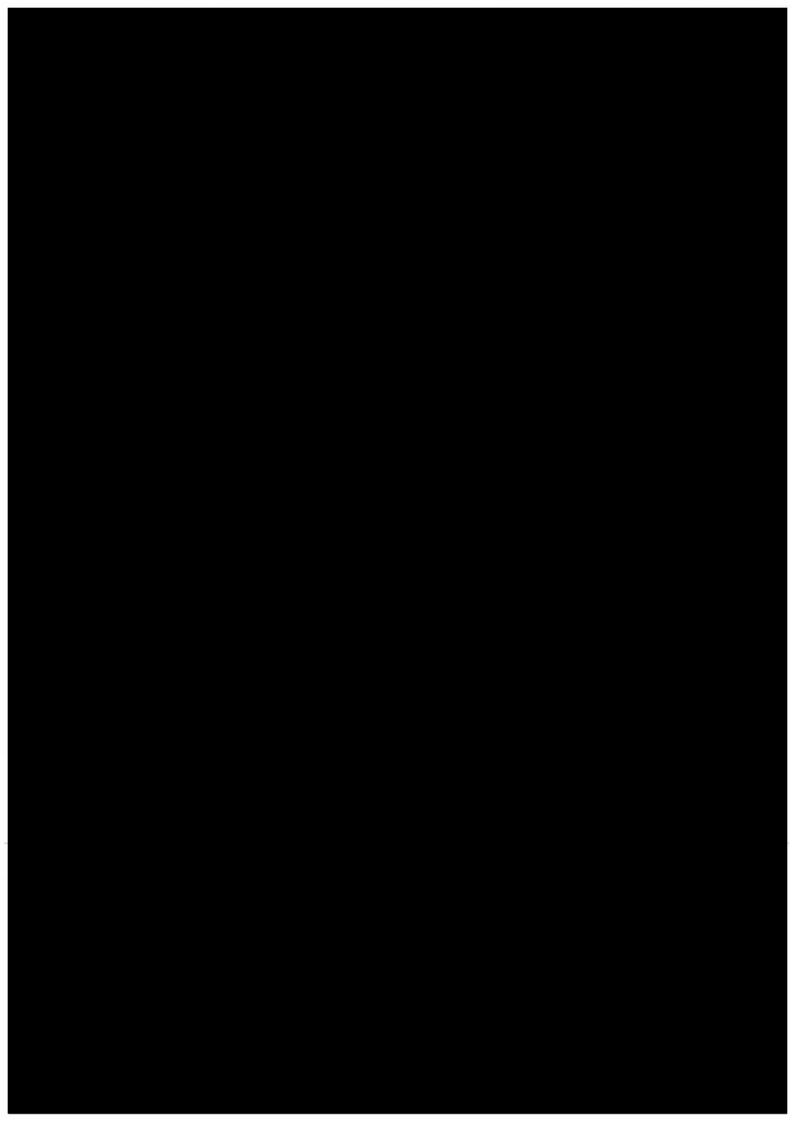


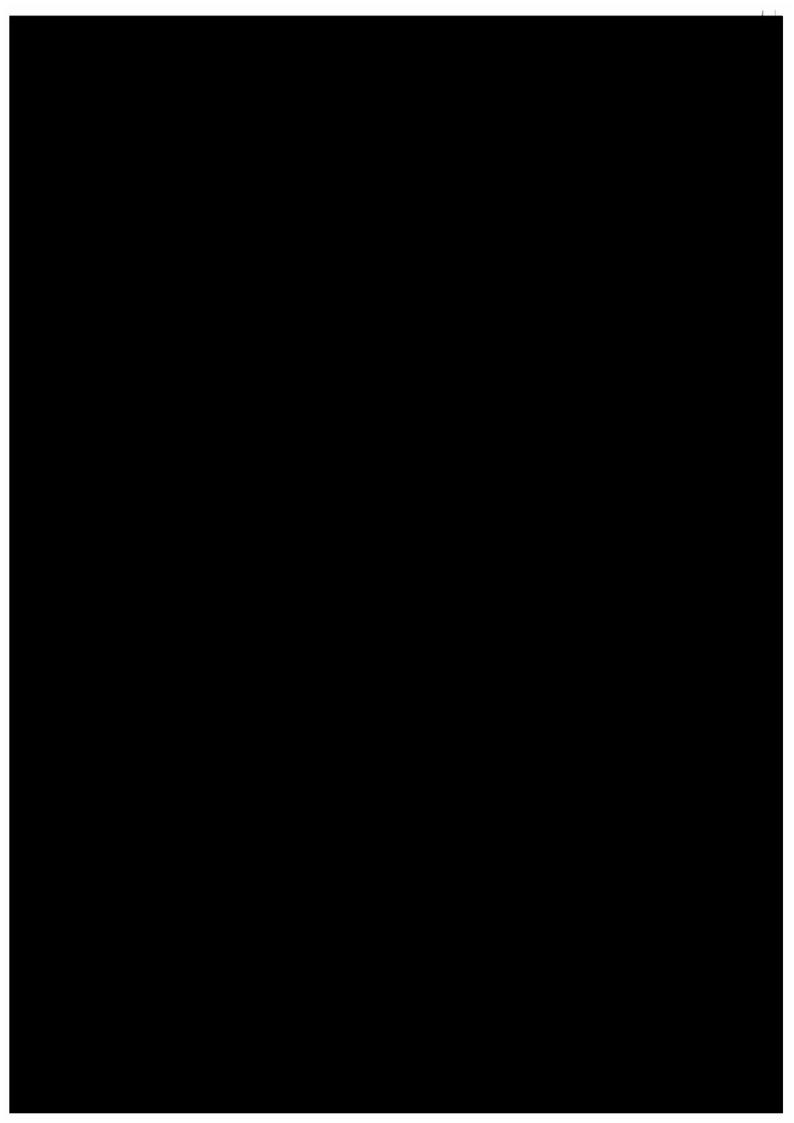


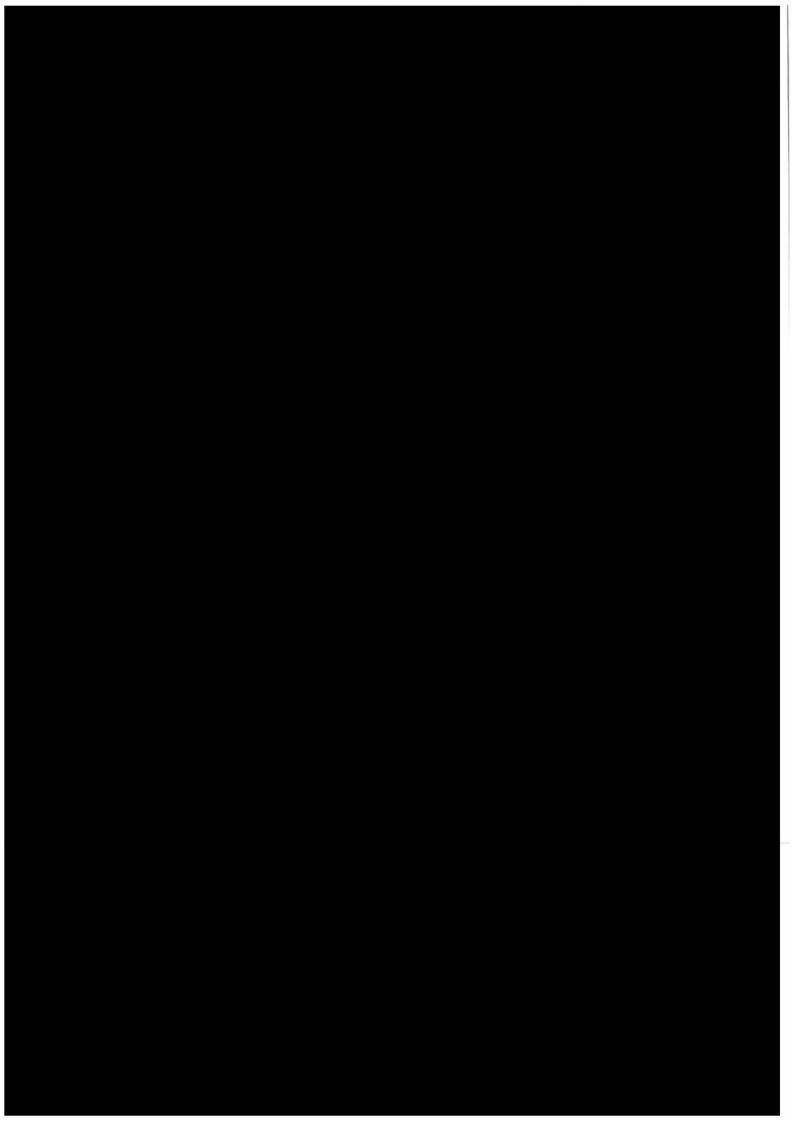


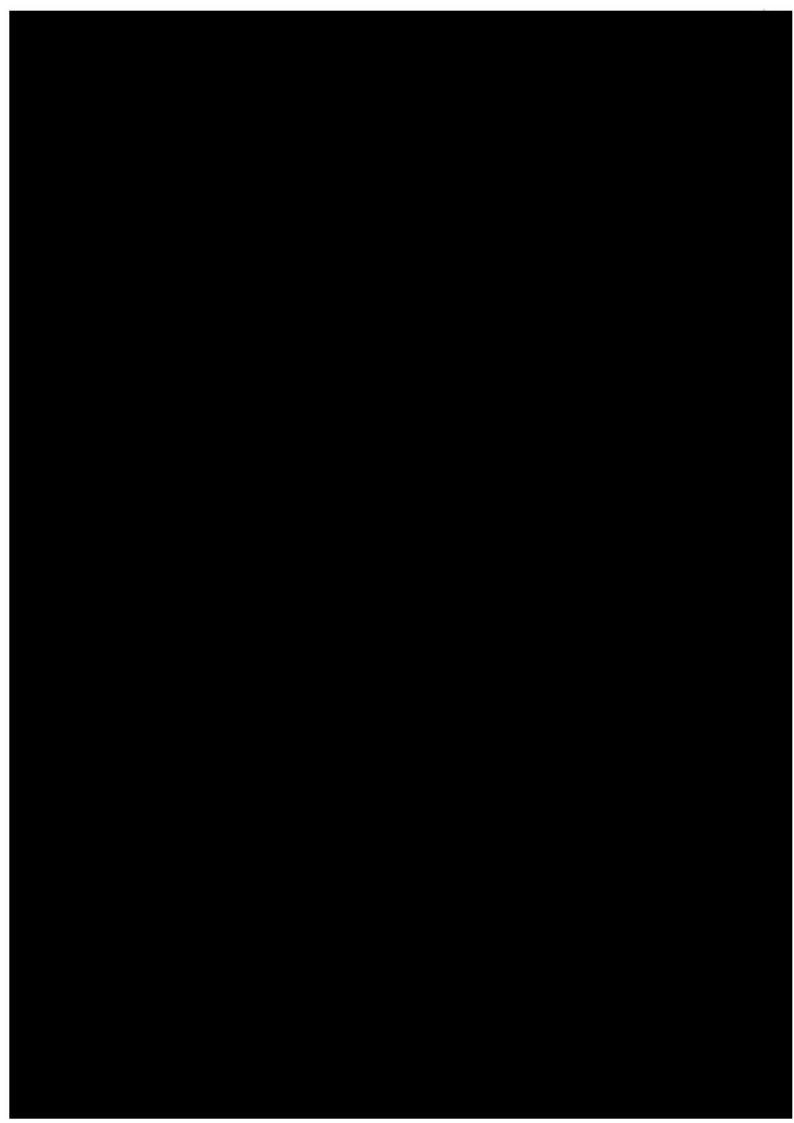


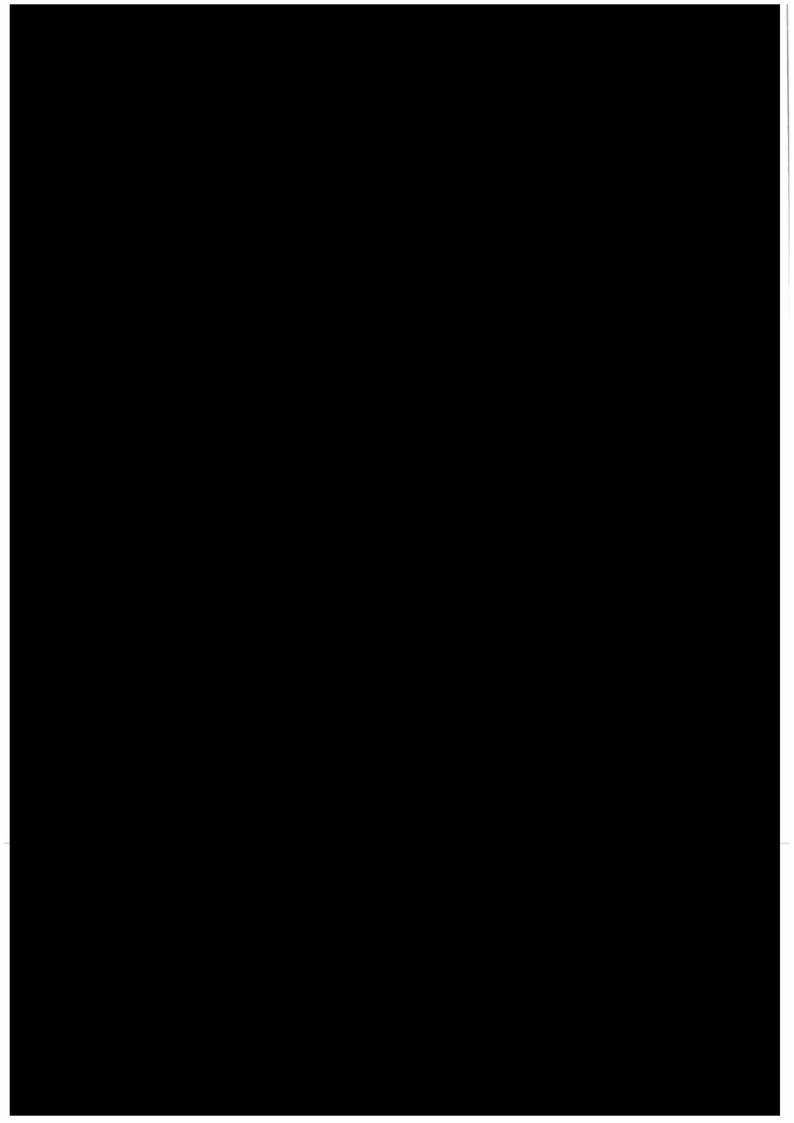


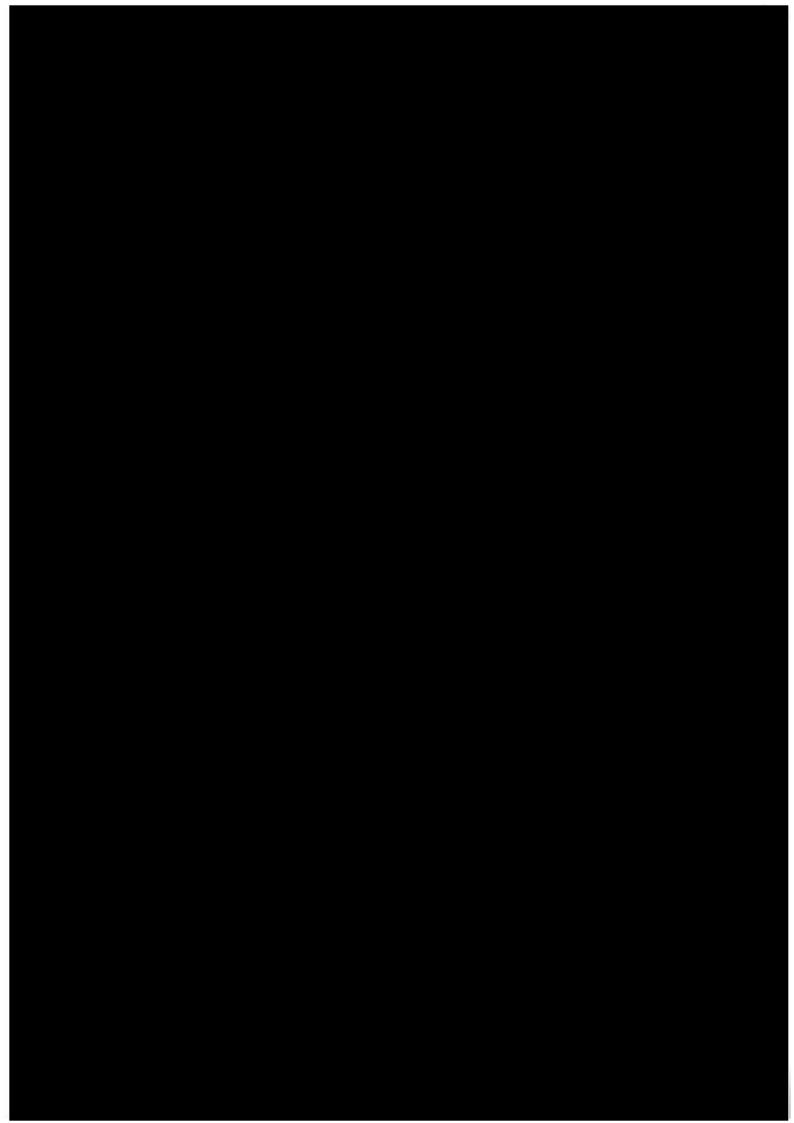
















### SCHEDULE A – ADDITIONAL CONDITIONS OF CONTRACT (OPTION Z)

Lincolnshire County Council

**Traffic Signals** 

ADDITIONAL CONDITIONS OF CONTRACT





#### **NEC4 Term Service Contract**

#### **Traffic Signals**

#### Additional conditions of contract

The Z clauses as referenced in the Contract Data Part 1

#### Note:

For the purposes of tendering, if there are any contradictions between the terms of the contract (including these amendments) and the payment procedures set out in the Invitation to Tender and the appendices attached to that Invitation, the *Contractor* should adopt the payment procedures required in the Invitation to Tender and appendices.

#### ADDITIONAL CONDITIONS OF CONTRACT

#### **Z CLAUSES**

#### Contents

Z1	Amendments to Core and Main Option clauses				
Z2	Amendments to Secondary Option clauses				
Z3	Intellectual Property Rights				
Z4	Exclusivity and work content				
Z5	Client Data				
Z6	Change in Control				
Z7	Conflicts of Interest and Whistle Blowing				
Z8	Health and safety				
Z9	Equality and diversity				
Z10	Compliance with legislation				
Z11	Data protection				
Z12	Freedom of information				
Z13	Contractor to comply with special requirements in relation to statutory bodies				
Z14	TUPE and pensions				
Z15	End Date				
Z16	Best Value				
Z17	Modern slavery				
Z18	CDM Regulations				
Z19	Recovery of sums due from the Contractor				
Z20	Lincolnshire County Council as Regulatory Authority				
Z21	Malicious software				
Z22	Local Government and Social Care Ombudsman				
Z23	Publicity and Branding				
Z24	Financial Standing				
Z25	Fair Payment				
Z26	Details of people entering the Affected Property				

#### Clauses changed, added or deleted through Z1 & Z2 where they differ from the standard TSC.

Standard NEC TSC clause	Extra NEC TSC clause	Amended	Deleted	Deleted and replaced	New
11.2(4)		Z1			
11.2(5)		Z1			
11.2(8)		Z1			
11.2(16)		Z1			
	11.2(23-55)				<b>Z1</b>
	12.1				
	12.5				Z1
	12.6				<b>Z</b> 1
	12.7				Z1
	12.8				<b>Z1</b>
	12.9				<b>Z1</b>
18.3				Z1	
	18.4				<b>Z1</b>
19				Z1	
279NSG	19A			Z1	
24.2	No. 2 C C C C C C C C C C C C C C C C C C			Z1	
24.3				Z1	
3 <del>-</del> 31 <del>- 3</del> 2	24.4				<b>Z1</b>
	24.5				<b>Z1</b>
	24.6				Z1
	24.7				Z1
	24.8				Z1
26	24.0			Z1	of the state of th
27.1				Z1	
27.2				Z1	
21.2	27.3				<b>Z1</b>
	27.4				Z1
	27.5				Z1
	28.1				Z1
	28.2				Z1
	28.3			+	Z1
	28.4				Z1
	28.5			+	Z1
	28.6				Z1
	29.1			-	Z1
43.3	23.1	<b>Z1</b>			
50.1		Z1 Z1			
90.2		Z1 Z1		+	
91.1		Z1 Z1		+	
21.1	91.8	7.1			<b>Z1</b>
	91.8				Z1 Z1
	91.9			+	Z1 Z1
	91.10	-		+	Z1 Z1
	91.12		*1		Z1 Z1
	92.3				
02.2	92.4	74			Z1
93.2		<b>Z1</b>			Z1
93.5	142.475				Z1
	W2.1(5)				<b>Z2</b>

Standard NEC TSC clause	Extra NEC TSC clause	Amended	Deleted	Deleted and replaced	New
X12.4(2)				<b>Z2</b>	
, ,	X12.4(3)				<b>Z2</b>
	X12.4(4)				<b>Z2</b>
	X12.4(5)				Z2
	X15.1 to 15.5				<b>Z2</b>
	X16.1 to 16.2				Z2
X24.1		<b>Z2</b>			

## Amendments to Z1 Core and Main Option clauses

Z1.1 The following amendments and additions are made to the Core and Main Option clauses:

#### Clause 11.2

11.2(4) Delete existing clause 11.2(4)

Replace with

Enhanced definition

This amendment includes

the *Contractor's* design responsibilities with the definition of Defect

"A Corrupt Act is

- the offering, promising, giving, accepting or soliciting of an advantage as an inducement for an action which is illegal, unethical or a breach of trust,
- abusing any entrusted power for private gain or
- the commission of any offence under the Bribery Act 2010 or under legislation creating offences in respect of fraudulent acts."

#### **11.2(5)** Amend clause 11.2(5)

First bullet - replace "or" with ","

Second bullet - replace "." with "or"

Add new third bullet

"a part of the *service* designed by the *Contractor* which is not in accordance with the applicable law or the *Contractor's* design which the *Service Manager* has accepted."

#### **11.2(19)** Delete existing clause 11.2(19)

Replace with

"Task Completion is when the *Contractor* has done all the work in the Task and corrected Defects in the Task."

11.2(23) Add new clause 11.2(23)

"Best Value means the functions of a best value authority in Part I of the Local Government Act 1999."

11.2(24) Add new clause 11.2(24)

"CDM Regulations are the Construction (Design and Management) Regulations 2015."

Traffic Signals

#### 11.2(25) Add new clause 11.2(25)

"Client Data is the data, text, drawings, diagrams, images, sounds or Material (together with any database made up of any of these) which are held or stored in the *Contractor's ICT* systems or stored or embodied in any other electronic, magnetic, optical, tangible or portable media or any other format or media of any kind, and in each case

- are supplied, or in respect of which access is given, to the Contractor by or on behalf of the Client,
- the Contractor is required to generate, process, store or transmit under the contract,
- are any Personal Data for which the Client is the Controller to the extent that such Personal Data is held or processed by the Contractor; or
- are any other data, information or Material which comes into the possession of the *Contractor* in connection with or as a result of the Provision of the Service."

#### **11.2(26)** Add new clause 11.2(26)

"Codes of Practice are all relevant codes of practice, statutory guidance, directions and determinations including those issued by

- the Information Commission or Ministry of Justice in relation to Data Protection Legislation or FOIA including any Codes of Practice on the discharge of the functions of Public Authorities under Part 1 of the FOIA,
- the Equality and Human Rights Commission and its predecessors and
- the Health and Safety Executive"

#### **11.2(27)** Add new clause 11.2(27)

"Confidential Information is any information (however it is communicated or on whatever media it is stored)

- · which has been notified as confidential by either Party to the other,
- which ought to be considered as confidential including information relating to the business, affairs, properties, assets, trading practices, services, developments, trade secrets, patents or copyright or other intellectual property rights, know-how, personnel, customers and suppliers of either Party and
- all Personal Data and Sensitive Personal Data."

#### 11.2(28) Add new clause 11.2(28)

"A Conflict of Interest is any commercial, financial, economic or personal interest which might be perceived to compromise the impartiality or independence of the *Contractor*, a Subcontractor or any of their employees or workers in relation to Providing the Service."

#### **11.2(29)** Add new clause 11.2(29):

Data Protection Legislation is: (i) the UK GDPR; (ii) the Data Protection Act 2018 to the extent that it relates to the processing of personal data and privacy and the Privacy and Electronic Communications (EC Directive) (Amendment) Regulations 2003 (SI 2003/2426); and (iii) all Acts of Parliament and subordinate legislation within the meaning of Section 21(1) of the Interpretation Act 1978 relating to the processing of personal data and privacy; and (iv) all guidance or codes of practice issued by the ICO (and any other Regulatory Body that may have jurisdiction) as amended, updated or substituted from time to time.

#### 11.2(30) Add new clause 11.2(31)

"EIR means the Environmental Information Regulations 2004 and any guidance and/or codes of practice issued by the ICO (and any other Regulatory Body that may have jurisdiction) as amended, updated or substituted from time to time in relation to those Regulations."

#### 11.2(31) Add new clause 11.2(32)

"The End Date is the earlier of the end of the Service Period or the termination date."

#### **11.2(32)** Add new clause 11.2(33)

"Equality and Diversity Law is all law preventing discrimination including discrimination on the basis of colour, nationality, ethnic or national origins, gender, marital or civil partnership status, maternity and pregnancy, sexual orientation, gender reassignment, religion or belief, age, disability, part time, fixed term or agency worker status, or any other protected characteristic."

#### 11.2(33) Add new clause 11.2(34)

"FOIA" means the Freedom of Information Act 2000 and any subordinate legislation made under this Act from time to time together with any guidance and/or codes of practice issued by the Information Commissioner in relation to this legislation."

#### **11.2(34)** Add new clause 11.2(35)

"Health and Safety Law is all law related to the protection of health and safety including the protection of the environment, the prevention of disease and the avoidance of industrial accidents."

#### 11.2(35) Add new clause 11.2(36)

"ICO is the United Kingdom Information Commissioner's Office and any successor body or agency from time to time carrying out the same or similar functions in whole or in part."

#### 11.2(36) Add new clause 11.2(37)

"Information is

- in relation to the FOIA, has the meaning given to that expression by section 84 of the FOIA; and
- in relation to the EIRs, has the meaning given in the definition of "environmental information" in section 2 of the EIRs."

#### 11.2(37) Add new clause 11.2(38)

"Incumbent Contractor means any supplier providing any service that constitutes or that shall constitute part of the *service* immediately before the Transfer Date and *starting date* of the contract."

#### 11.2(38) Add new clause 11.2(39)

"Losses means all demands, losses, charges, damages, costs and expenses and other liabilities (including any professional and/or legal costs and disbursements)."

#### 11.2(39) Add new clause 11.2(40)

"Open-book is the declaration of all price components including profit, central office overheads, site overheads and with all and any relevant books of account, correspondence, agreements, orders, invoices, receipts and other relevant documents available for inspection."

#### **11.2(40)** Add new clause 11.2(41)

"Pensions Direction means the Best Value Authorities Staff Transfers (Pensions) Direction 2007."

#### 11.2(41) Add new clause 11.2(42)

"Personal Data is personal data, within the meaning given by Data Protection Legislation, concerning identified or identifiable natural persons, including employees or workers of the *Contractor* or any Subcontractor and which is obtained or Processed in connection with the *service* or the contract."

#### 11.2(42) Add new clause 11.2(43)

"Processing has the meaning given under Data Protection Legislation and "Process" and "Processed" shall be construed accordingly."

#### 11.2(43) Add new clause 11.2(44)

"Relevant Employees means the employees of the *Contractor* (including Transferring Employees) who are wholly or mainly assigned to work in Providing the Service and who are/shall be subject to a Relevant Transfer by virtue of the application of the TUPE Regulations."

#### **11.2(44)** Add new clause 11.2(45)

"Relevant Transfer means a transfer of employment to which the TUPE Regulations apply."

#### **11.2(45)** Add new clause 11.2(46)

"Replacement Contractor means any third party service provider appointed by the *Client* to supply any service which is substantially similar to any of the *service* and which the *Client* receives in substitution for any of the *service* following the expiry, termination or partial termination of the contract."

#### 11.2(46) Add new clause 11.2(47)

"Request for Information has the meaning set out in FOIA and includes any apparent request for information under the FOIA or the EIR."

#### **11.2(47)** Add new clause 11.2(48)

"Sensitive Personal Data is

- "sensitive personal data" within the meaning given under Data Protection Legislation or
- Personal Data within one of the special categories of data as defined under Data Protection Legislation."

#### 11.2(48) Add new clause 11.2(49)

"Staff means all persons employed by the *Contractor* to perform its obligations under the contract together with the *Contractor's* servants, agents, suppliers and Subcontractors used in the performance of its obligations under the contract."

#### **11.2(49)** Add new clause 11.2(50)

"Third Party Agreement means the agreements provided by the *Client* to the *Contractor*, from time to time, together with such variations to those documents that the *Client* provides to the *Contractor* prior to the *Contractor* performing the relevant part of the *service*. Provided that these are provided to the *Contractor* prior to entering this contract, and where provided after, may be assessed as a compensation event."

#### 11.2(50) Add new clause 11.2(51)

"Transfer Date means the date the Transferring Employee is transferred to the employment of the *Contractor* from the Incumbent Contractor."

#### **11.2(51)** Add new clause 11.2(52)

"Transferring Employees means employees of the Incumbent Contractor who are subject of a Relevant Transfer to the *Contractor* by virtue of the application of the TUPE Regulations."

#### 11.2(52) Add new clause 11.2(53)

"Transferring Original Employee means a former employee of the *Client* whose contract of employment, by virtue of the application of the TUPE Regulations, becomes a contract of employment with the *Contractor* and who meets the definition of a Transferring Original Employee under the Pensions Direction."

#### 11.2(53) Add new clause 11.2(54)

TUPE Regulations means the Transfer of Undertakings (Protection of Employment) Regulations 2006."

#### **11.2(54)** Add new clause 11.2(55)

"Whistle Blowing is the exposure of negligence, abuses or dangers, such as illegality, professional misconduct or incompetence, which exists in the organisation in which the whistle blower works."

#### Clause 12.1 Delete clause 12.1 and replace with:

"In this contract, except where the context shows otherwise

- words in the singular also mean in the plural and the other way round,
- references to a document include any revision made to it in accordance with this contract,
- references to a statute or statutory instrument include any amendment or re-enactment of it from time to time and any subordinate legislation or code of practice made under it and
- references to a standard include any current relevant standard that replaces it."

#### Clause 12.5

Add new clause 12.5

This avoids the need to use "including without limitation" throughout "The term "including" does not limit the breadth of the words which precede it and the ejusdem generis rule of legal construction does not apply to the contract."

#### Clause 12.6

Add new clause 12.6

This clarifies the responsibility for any implications of changes in the law

"The applicable law includes any statute, subordinate legislation, enforceable European community right (while still applicable in England and Wales) and any Codes of Practice together with any amendments or modifications to them."

#### Clause 12.7

Add new clause 12.7

This type of waiver clause is common in contracts

"If a Party

- fails to exercise or delays in exercising any right, power or remedy, this is not a waiver of that right, power or remedy, or
- exercises or partially exercises a right, power or remedy, this does not prevent a further exercise of that right, power or remedy."

#### Clause 12.8

Add new clause 12.8

This is a standard local authority clause.

"Nothing in this contract

- requires the Client to do anything that is inconsistent with his statutory duties or obligations as a local authority or
- fetters the Client in discharging its statutory functions."

#### Clause 12.9 Add new clause 12.9

"This contract does not

- create a legal partnership or joint venture between the Parties or
- make either Party the agent of the other or give either Party any authority or power to contract in the name of or create a liability against the other Party except where stated in the contract."

#### Clause 18.3 Delete existing clause 18.3

Replace with

"The *Contractor* includes equivalent provisions to these in subcontracts and contracts for the supply of Plant and Materials and Equipment.

If a Subcontractor or supplier breaches those obligations and the *Service Manager* so instructs, the *Contractor* 

- terminates the subcontract and
- pays to the Client an amount equal to the value of any corrupt gift or consideration paid by the Subcontractor to the Contractor."

An instruction to terminate the subcontract and pay the *Client* for a breach of these obligations is not a compensation event."

#### Clause 18.4 Add new clause 18.4

"18.4.1 The Contractor represents and warrants that neither it, nor to the best of its knowledge any of its people, have at any time prior to the Contract Date:

- committed a Corrupt Act or been formally notified that it is subject to an investigation or prosecution which relates to an alleged Corrupt Act or
- been listed by any government department or agency as being debarred, suspended, proposed for suspension or debarment, or otherwise ineligible for participation in government procurement programmes or contracts on the grounds of a Corrupt Act."

#### Clause 19.1 Delete existing clause 19.1

Replace with

This clause is amended (1) to allow a choice of whether or not to include delay damages with a Task and (2) to remove constraint on amount.

"The Service Manager may issue a Task Order to the Contractor. Before issuing a Task Order, the Service Manager instructs the Contractor to submit a quotation for the Task. The instruction includes

- a detailed description of the work in the Task and
- the Task starting date and Task Completion Date.

The instruction may also include the amount of delay damages for the late completion of the Task."

#### Clause 24.2

Delete existing clause 24.2

This adds the extra reason anticipating more open-book contracts. It also adds the advance notice that this contract may be novated at the end of the contract.

#### Replace with

"The Contractor submits the name of each proposed Subcontractor to the Service Manager for acceptance. A reason for not accepting the Subcontractor is that

- the appointment will not allow the Contractor to Provide the Service or
- the appointment is not on an Open-book basis.

The Contractor does not appoint a proposed Subcontractor until the Service Manager has

- accepted the Subcontractor and, to the extent these conditions of contract require,
- accepted the subcontract documents.

If the Client may require a subcontract to be novated to the Client or Replacement Contractor at the End Date, the Service Manager notifies the Contractor of this when it accepts a Subcontractor. If the Service Manager notifies the Contractor of this, the Contractor includes in its subcontract documents for the Subcontractor an obligation on the Subcontractor (and enforceable by the Client) to enter into a novation agreement in such form as the Client requires.

#### Clause 24.3

Delete existing clause 24.3

#### Replace with

"The Contractor submits the proposed subcontract documents, except any pricing information, for each subcontract to the Service Manager for acceptance unless the Service Manager has agreed that no submission is required.

A reason for not accepting the subcontract documents is that

- their use will not allow the Contractor to Provide the Service,
- they do not include a statement that the parties to the subcontract act in a spirit of mutual trust and co-operation,
- if the Subcontractor is to be appointed on an Open-book basis, they do not allow the Contractor to inspect the accounts and records of the Subcontractor at any time within working hours,
- they do not provide for any required undertakings,
- they include unacceptable termination provisions,
- they do not provide for novation of the subcontract to the Client on termination where the Client has notified the Contractor of the need for this,
- they do not include the obligations on the Subcontractor that the contract requires are imposed on the Subcontractor,
- they do not secure similar rights of access for the Client, the Client's auditors or anyone with a statutory or other legal right to inspect or audit the Client for the purpose of conducting any audit investigation of the contract similar to those applying to the Contractor,
- they do not include a warranty relating to slavery or human trafficking or
- they do not include provisions having substantially the same effect as those applying to the Contractor under the contract."

Automatic approval of NEC contracts removed because more checking on contracts required.

The reasons have been substantially increased.

- First two bullets are standard TSC reasons.
- The next two are extra to strengthen the Client's position with respect to open-book accounting and warranties.
- The remainder relate to special Z clauses and ensure the SM can check that these clauses are being complied with.

#### Clause 24.4

.4 Add new clause 24.4

This clause is a requirement of above threshold public contracts under the Procurement Act

This clause adds requirements to comply with anti slavery

procedures in the Contractor's

supply chain

"The *Contractor* does not appoint a Subcontractor or supplier if there are compulsory grounds for excluding the Subcontractor or supplier under section 57 of the Procurement Act 2023."

#### Clause 24.5

Add new clause 24.5

The *Contractor* takes appropriate steps to ensure that there is no slavery or human trafficking in its supply chains and in connection with this the *Contractor* 

- implements due diligence procedures for its Subcontractors,
- requires all Subcontractors to warrant that neither the Subcontractors nor any of their employees
  - have been convicted of any offence involving slavery or human trafficking or
  - have, to the best of their knowledge, been the subject of any investigation, inquiry or enforcement proceedings by any governmental, administrative or regulatory body regarding any offence or alleged offence of or in connection with slavery and human trafficking and
- requires all Subcontractors to include provisions having the same effect
  as this modern slavery clause in all subcontracts (at any stage of
  remoteness in the supply chain) relating to Providing the Service.

#### Clause 24.6

Add new clause 24.6

"The Contractor includes in any subcontract documents provisions requiring that

- This clause is a requirement of public contracts under the Procurement Act 2023
- payment due to the Subcontractor or supplier under the subcontract is made no later than 30 days after receipt of a valid and undisputed invoice, unless the contract requires the *Contractor* to make earlier payment to the Subcontractor or supplier,
- invoices for payment submitted by the Subcontractor or supplier are considered and verified by the Contractor in a timely fashion,
- undue delay in considering and verifying invoices is not sufficient justification for failing to regard an invoice as valid and undisputed and
- any contract awarded by the Subcontractor or supplier for work included in the contract includes provisions to the same effect as these provisions.

#### Clause 24.7

Add new clause 24.7

This clause is a requirement of above threshold public contracts under the Procurement Act 2023cts

"In addition to the name, the *Contractor* submits to the *Service Manager* the contact details and the legal representatives of each Subcontractor when the *Contractor* appoints it. The *Contractor* notifies the *Service Manager* of any changes to this information as soon as the *Contractor* becomes aware of them."

#### Clause 24.8

Add new clause 24.8

This clause is limited by a new compensation event in Contract Data

"The Service Manager may, having stated its reasons, instruct the Contractor to remove a Subcontractor."

#### Clause 26

Delete existing clause 26

Assignment requirements

These clauses expand the

requirements on disclosure and confidentiality

Replace with

"The Client may assign any benefit or right under this contract on two occasions only without the Contractor's consent. The Client notifies the Contractor of any such assignment as soon as reasonably practicable but the validity of an assignment shall not be affected by whether such notification has been given or otherwise."

The *Contractor* does not assign, transfer, charge or otherwise deal with this contract (or any of its rights or obligations under it) nor grant, declare a trust of, create or dispose of any right or interest in it, without the consent of the *Client* which shall not be unreasonably withheld."

Clause 27.1

Delete existing clause 27.1

Replace with

"Each Party

 keeps confidential all Confidential Information belonging to the other Party and in doing so uses the same degree of care that it uses for its own confidential information,

- does not, without the other Party's written consent, disclose that Party's Confidential Information other than to its employees, agents, suppliers and Subcontractors involved in Providing the Service and who need to know the Confidential Information in order to do so and
- uses the other Party's Confidential Information solely in connection with Providing the Service and not for its own benefit or the benefit of any third party."

#### Clause 27.2

Delete existing clause 27.2

Replace with

"A Party may disclose Confidential Information if and to the extent that the disclosure is lawful, not otherwise in breach of the contract and

- the information is already in the public domain through no fault of that Party,
- the Party making the disclosure receives the information from a third party who lawfully acquires it and who is under no obligation restricting its disclosure,
- the Party making the disclosure independently develops the information without access to any Confidential Information belonging to the other,
- the Party making the disclosure is required to do so by law or any court order or regulatory or governmental body to which it is subject,
- the information is disclosed to its professional advisers or to the Adjudicator,
- the Party to whom the information is Confidential Information has given written consent,
- the disclosure is to enable that Party's accounts to be audited or
- the disclosure is made by the Client to an actual or potential Replacement Contractor."

Page 15 of 41

#### Clause 27.3 Add new clause 27.3

"Each Party

- makes all persons to whom it discloses Confidential Information as permitted by the contract aware of the confidentiality of that Confidential Information,
- when disclosing Confidential Information as permitted by the contract, to the extent legally possible, imposes the same duty of confidentiality on the person to whom the disclosure is made to that in the contract and
- takes all steps necessary to ensure those persons keep such Confidential Information confidential."

#### Clause 27.4 Add new clause 27.4

"Each Party may use data processing techniques, ideas or know-how gained in Providing the Service to further its normal business, to the extent that this does not involve disclosing the other Party's Confidential Information or infringing the other Party's Intellectual Property Rights."

#### Clause 27.5

Add new clause 27.5

This clause is the same as the previous clause 27.2

"The Contractor may publicise the service only with the Client's agreement."

#### Clause 28

Add new clause heading 28

#### The Contractor's design

#### Clause 28.1

Add new clause 28.1

This clause 28 adds the Client's use of design into the TSC – taken from the ECC

"The Contractor designs the parts of the service which the Scope states the Contractor is to design."

#### Clause 28.2

Add new clause 28.2

"The Contractor submits the particulars of its design as the Scope requires to the Service Manager for acceptance. A reason for not accepting the Contractor's design is that it does not comply with either the Scope or the applicable law.

The *Contractor* does not proceed with the relevant work until the *Service Manager* has accepted its design."

#### Clause 28

Add new clause 28.3

"The Contractor may submit its design for acceptance in parts if the design of each part can be assessed fully.

#### Clause 28.4

Add new clause 28.4

"The Contractor accepts entire responsibility for the design contained within the Scope for the Contractor's design and for any mistake, inaccuracy, discrepancy or omission contained in the same. Nothing contained in the Scope for the Contractor's design shall affect in any way the obligations of the Contractor under the contract.

#### Clause 28.5

Add new clause 28.5

"Where there is an ambiguity or inconsistency in the *Contractor*'s design accepted by the *Service Manager* or between the *Contractor*'s design and the *Scope*, the *Contractor* provides the Service *Manager* with proposals to remove the same which are acceptable to the *Service Manager* acting reasonably. Such acceptance shall not be treated as an instruction changing the *Scope*.

#### Clause 28.6

Add new clause 28.6

"In the event of any discrepancies being discovered in the documents comprising the contract, the *Contractor* shall at once notify the *Service Manager* in writing. If amendments to the design or methods of work are required as a result of discrepancies in the documents, such amendments shall not be regarded as a compensation event. The *Contractor* shall pay all fees and costs in connection therewith.

#### Clause 29

Add a new clause heading 29

#### Using the Contractor's design

#### Clause 29.1

Add new clause 29.1

This change is to allow *Client* to use *Contractor's* and Subcontractors' design.

"The *Client* may use and copy the *Contractor's* design for any purpose connected with the *service* unless otherwise stated in the *Scope* and for other purposes as stated in the contract. The *Contractor* obtains from a Subcontractor equivalent rights for the *Client* to use material prepared by the Subcontractor."

#### Clause 43.3

Delete first sentence

This incorporates the defects correction period as stated in the Scope into the process

Replace with

"The Contractor corrects a notified Defect

- within a time which minimises the adverse effect on the Client and Others and
- within any defects correction period stated in the Scope."

#### Clause 50.1

Delete the first bullet in clause 50.1

This continues assessments through the *defects date* after the end of the Service Period.

Replace with

"until twelve months after the end of the Service Period or"

#### Clause 84.3

Supplemental to clause 84:

"All insurances required to be effected or maintained by the insuring party under this contract are placed with reputable insurers, lawfully carrying on such insurance business in the United Kingdom, and upon customary and usual terms prevailing for the time being in the insurance market. The said terms and conditions do not include any term or condition to the effect that any insured must discharge any liability before being entitled to recover from the insurers."

Supplemental to clause 85:

#### Clause 85.2

"The Contractor immediately informs the Client if the professional indemnity insurance it is required to maintain under this contract ceases to be available at commercially reasonable terms and rates, in which case clause 85.1 applies and the Contractor co-operates fully with any measures reasonably required by the Client. Any increased or additional premium required by insurers as a result of the Contractor's own claims record or other acts, omissions, matters or things particular to the Contractor is deemed to be within commercially reasonably rates."

#### Clause 90.2

Delete existing Termination Table

Replace with

	TERMINATION	TABLE	
Terminating Party	Reason	Procedure	Amount due
The <i>Client</i>	R1-R15, R18, R22 or R23	P1, P2 and P3	A1 and A3
	R17, R20 or R24	P1 and P4	A1 and A2
	R21	P1, P2 and P3	A1, A3 and A5
The Contractor	R1-R10, R10A, R16 or R19	P1 and P4	A1, A2 and A4
	R17 or R20	P1 and P4	A1 and A2

#### Clause 91.1

Delete existing reason 8, bullet 4 of second list

Replace with

Legal detail to avoid problems

"given notice of its intention to enter into administration, had an administration order made against it or had an administrator appointed over it (R8),"

#### Clause 91.1

Add new reason 10A, bullet 7 of second list, moving "or" from the end of reason 9 to the end of reason 10  $\,$ 

"become subject to any other insolvency related procedure similar or equivalent to reasons R5 to R10 (R10A)."  $\,$ 

#### Clause 91.8

Minimum levels and escalation procedure must be stated in Incentive Schedule element of the Schedule of Partners

#### Clause 91.9

This allows termination for blacklisting activity

Add new clause 91.8

"The Client may terminate for failing to meet minimum performance levels as set out in the Partnering Information and Scope Schedule 8D Contract Performance Management (R22)."

Add new clause 91.9

"The Client may terminate if

- the Contractor or anyone the Contractor employs or a Subcontractor or anyone acting on the Contractor's or Subcontractor's behalf (whether without or with the knowledge of the Contractor or the Subcontractor) commits or is found to have committed any offence under the Employment Relations 1999 Act (Blacklists) Regulations or section 137 of the Trade Union and Labour Relations (Consolidation) Act 1992 or
- the Contractor or anyone the Contractor employs or a Subcontractor or anyone acting on the Contractor's or Subcontractor's behalf (whether without or with the knowledge of the Contractor or the Subcontractor) commits or is found to have committed any breach of the Data Protection Legislation by unlawfully processing Personal Data in connection with any blacklisting activities.

(R23)."

#### Clause 91.10

Termination events for above threshold contracts under the Procurement Act 2023 Add new clause 91.10

"The Client may terminate the Contractor's obligation to Provide the Service if any of the provisions of section 78 of the Procurement Act 2023apply.

If the Client terminates under the provisions of section 78 of the Procurement Act 2023 as a result of information not disclosed by the Contractor at the Contract Date, the procedures and amounts due on termination are the same as if the Contractor has substantially failed to comply with its obligations (R11).

If the Client otherwise terminates under the provisions of section 78 of the Procurement Act 2023, the procedures and amounts due on termination are the same as if the Parties had been released under the law from further performance of the whole of the contract (R17)."

#### Clause 91.11

Add new clause 91.11

"The Client may terminate if there is a Conflict of Interest between the Contractor and the Client and the Client is not satisfied that the Conflict of Interest can be dealt with by other measures (R24)."

#### Clause 92.3

Add new clause 92.3

A legal clarification.

"Termination of the contract is without prejudice to

- the rights and duties of each Party up to the date of termination,
- any rights accrued to either Party at the date of termination and
- any terms of the contract that are intended to survive its termination."

#### Clause 92.4 Add new clause 92.4

"On request by the *Client* the *Contractor* shall assign the benefit of any subcontract or other contract related to performance of this contract to the *Client* or shall obtain from any Subcontractor a collateral warranty in favour of the *Client* in respect of its service."

#### Clause 93.2

Delete A4

Replace with

"A4 Nil."

#### Clause 93.2

Add new A5

This A5 clause added to recover against breaches of corrupt gifts and payments of commission

"A5 A deduction of an amount equal to the amount or value of any bribes, gifts, considerations, financial advantages or payments of undisclosed commission received by the *Contractor*."

#### Clause 93.4 Add new clause 93.4

"If the contract is terminated, the *Contractor* is not entitled (under the contract, common law or otherwise) to any amount for anticipated profit, loss of contracts, consequential or economic losses or any other losses other than any amounts due under A1 and A2."

# Amendments to Z2 Main Option and Secondary Option clauses

Z2.1

The following amendments are made to the Main Option W clauses, Secondary Option X clauses and *additional conditions of contract* clauses are added. (Option Z):

#### Option W2 Clause W2.1(5)

Add new clause W2.1(5)

This clause added to resolve possibility that a properly negotiated settlement is then overturned "(5) If solicitors advising the *Client* certify in writing that a settlement of a dispute is based on a permissible interpretation of the Parties' rights and obligations under the contract, that settlement is to be treated as derived from its terms, rather than being a variation to those terms."

Option X9

Add new Option heading

#### "Option X9 Transfer of rights"

#### Clause X9.1 Transfer of rights

Add new clause X9.1

This transfers IPR rights to the Client

"The Client owns the Contractor's rights over material prepared for the design of the service except as stated otherwise in the Scope. The Contractor obtains other rights for the Client as stated in the Scope and obtains from a Subcontractor equivalent rights for the Client over the material prepared by the Subcontractor. The Contractor provides to the Client the documents which transfer those rights to the Client."

#### Option X12 Clause X12.4

Delete clauses X12.4(1)

Replace with

"From the *starting date* until the end of their Own Contract, each Partner reports to its *Service Manager* its performance against each of the Key Performance Indicators and the relevant Performance Indicators. Reports are provided at the intervals stated in the Own Contract contract data and include the forecast final measurement against each indicator."

Delete clause X12.4(2)

Replace with

"If a Partner's performance against a Key Performance Indicator or a relevant Performance Indicator does not achieve the target stated in the Schedule of Partners, the Partner submits to its *Service Manager* its proposals for improving performance."

#### Add new clause X12.4(3)

"A Partner receives a benefit stated in the Schedule of Partners if the target stated for a Key Performance Indicator or a relevant Performance Indicator is improved upon or achieved. The benefit is due as stated in Schedule of Partners, and is made as part of the Partner's Own Contract."

#### Add new clause X12.4(4)

"The *Promoter* may not add, delete or change a Key Performance Indicator or associated benefit except with the agreement of the Partners."

#### Add new clause X12.4(5)

"The *Promoter* may not add, delete or change a Performance Indicator or associated benefit except with the agreement of the *Contractor*."

#### **Option X15**

Add new Option heading

#### "Option X15 The Contractor's design"

#### Clause X15.1

Add new clause X15.1

This reduces the Contractor's design liability

"The Contractor is not liable for a Defect which arose from its design unless it failed to carry out that design using all reasonable skill and care normally used by professionals providing services similar to the service."

#### Clause X15.2

Add new clause X15.2

"If the *Contractor* corrects a Defect for which it is not liable under the contract it is a compensation event."

#### Clause X15.3

Add new clause X15.3

"The Contractor may use the material provided by it under the contract for other work unless

- the ownership of the material has been given to the Client or
- it is stated otherwise in the Scope."

#### Clause X15.4

Add new clause X15.4

"The *Contractor* retains copies of drawings, specifications, reports and other documents which record the *Contractor's* design for the *period for retention*. The copies are retained in the form stated in the Scope."

#### Clause X15.5

Add new clause X15.5

"The *Contractor* provides insurance for claims made against it arising out of its failure to use the skill and care normally use by professionals providing services similar to the *service*. The minimum amount of this insurance is stated in the Contract Data. This insurance provides cover from the *starting date* until the end of the period stated in the Contract Data."

#### Option X16

Add new clause heading

#### Option X16 Retention

#### Clause X16.1

Add new clause X16.1

Retention is not standard in the TSC.

This retains an amount near the end of e contract. Retention percentage and retention amount are stated in the Contract Data.

"During the final six months of the Service Period an amount is retained in each amount due. Until the end of the Service Period the amount retained at each assessment date is the *retention percentage* applied to the change in the Price for Services Provided to Date since the last assessment date."

#### Clause X16.2

Add new clause X16.2

"The amount retained is adjusted in the assessment made at the end of the Service Period so that it equals the *retention amount*.

The amount retained remains at this amount until twelve months after the end of the Service Period. No amount is retained after twenty-four months after the end of the Service Period."

#### Clause X24.1

Amend clause X24.1

This recognises the Service Manager needs a longer period to make assessment In first line, replace "thirteen" with "twenty-six".

#### Z3 Add the following clause 73 for Intellectual Property Rights

Add the following clause 73.1:

"In the event that the *Contractor* does not own the copyright, or any Intellectual Property Rights in any Document the *Contractor* uses all reasonable endeavours to procure the right to grant such rights to the Client to use any such copyright or Intellectual Property Rights from any third party owner of the copyright or Intellectual Property Rights. In the event that the *Contractor* is unable to procure the right to grant to the *Client* in accordance with the foregoing the *Contractor* procures that the third party grants a direct licence to the *Client* on industry acceptable terms."

Add the following clause 73.2:

"The Contractor waives any moral right to be identified as author of the Documents in accordance with section 77, Copyright Designs and Patents Acts 1988 and any right not to have the Documents subjected to derogatory treatment in accordance with section 8 of that Act as against the Client or any licensee or assignee of the Client."

Add the following clause 73.3:

"In the event that any act unauthorised by the *Client* infringes a moral right of the *Contractor* in relation to the Documents the *Contractor* undertakes, if the *Client* so requests and at the *Client*'s expense, to institute proceedings for infringement of the moral rights."

Add the following clause 73.4:

"The Contractor warrants to the Client that it has not granted and shall not (unless authorised by the Client) grant any rights to any third party to use or otherwise exploit the Documents.

Add the following clause 73.5:

"The Contractor supplies copies of the Documents to the Service Manager and to the Client's other contractors and consultants for no additional fee to the extent necessary to enable them to discharge their respective functions in relation to this contract or related works.

Add the following clause 73.6:

"After the termination or conclusion of the *Contractor*'s employment hereunder, the *Contractor* supplies the *Service Manager* with copies and/or computer discs of such of the Documents as the *Service Manager* may from time to time request and the *Client* pays the *Contractor*'s reasonable costs for producing such copies or discs.

Add the following new clause 73.7:

"In carrying out the works the *Contractor* does not infringe any Intellectual Property Rights of any third party. The *Contractor* indemnifies the *Client* against claims, proceedings compensation and costs arising from an infringement or alleged infringement of the Intellectual Property Rights of any third party."

Add the following new clause 73.8:

"All intellectual property rights in any equipment, software or any other item supplied by the Contractor shall remain vested in Contractor or its licensor(s). The Contractor grants the Client a non-exclusive licence to use (but not to adapt, amend, alter, develop or modify) supplied software or programs solely in conjunction with contract but not for any other purpose except as required to be permitted by law. Only intellectual property exclusively created for and paid for by the Client as a direct consequence of the services being provided under the contract, shall vest in the Client."

#### Other special Clauses

#### Exclusivity and work **Z4** content This contract does not prevent the Client doing or contracting for similar work Z4.1 with its own labour or Others within the Affected Property. The Contractor has no claim for additional costs where the Client does or contracts for similar work. The Client does not use this clause as an alternative to termination. Z4.2 The Client gives no representations or warranties to the Contractor about the Z4.3 amount or value of work it will instruct the Contractor to do under the contract. Any indications of these amounts or values in the Scope or other documentation about the service are estimates only. The Contractor has no claim for loss of profit or loss of business or otherwise if Z4.4 the service or any part of the service is less in amount or value or scope than anticipated. Client Data Z5 The Contractor is entrusted with Client Data only for the purposes of the Z5.1 contract. The Contractor stores it safely and separately from any data not relating to the service and in a manner which makes it readily identifiable as Client Data. The Contractor acknowledges that the Client Data belongs solely to the Client. Z5.2 The Contractor does not delete or remove any copyright notices contained in or

relating to the Client Data.

The *Contractor* takes all steps necessary to ensure that it can restore or procure the restoration of the Client Data if it is lost or corrupted. If the Client Data is lost or corrupted and the *Client* so requests the *Contractor* restores or procures the restoration of the Client Data to its state immediately before the corruption or loss.

- Z5.4 Subject to the Intellectual Property Rights, ownership in all Client Data including existing documents and the physical embodiments of designs relating to the contract, transfers from the *Contractor* to the *Client* on the End Date. Following the End Date, the *Contractor* hands over all such Client Data to the *Client* immediately upon request.
- The Contractor ensures that the Client is able to use any software necessary to access and use the Client Data after the End Date. If the Service Manager so requires the Contractor enters into an escrow agreement in the standard form of National Computer Centre Limited (or such other industry standard body the Service Manager approves) to protect the Client's access to any software in which the Contractor owns the Intellectual Property Rights.

#### Change of Control Z6

Change of Control

Insert new clauses:

"Z6.1

Notwithstanding any other provision of the contract, the *Contractor* notifies the *Client* and the Service Manager immediately in writing and as soon as the *Contractor* is aware (or ought reasonably to be aware) that it is anticipating, undergoing, undergoes or has undergone a Change of Control and provided such notification does not contravene any Law. The *Contractor* ensures that any notification sets out full details of the Change of Control including the circumstances suggesting and/or explaining the Change of Control.

#### Z6.2

The *Client* may terminate the *Contractor's* obligation to Provide the Service (which shall take effect as termination under reason R11) within six months from

- being notified in writing that a Change of Control is anticipated or is in contemplation or has occurred; or
- where no notification has been made, the date that the Client becomes aware that a Change of Control is anticipated or is in contemplation or has occurred but shall not be permitted to terminate where an approval was granted prior to the Change of Control."

## Conflicts of Interest and Whistle Blowing

**Z7** 

27.1 The Contractor notifies the Client immediately the Contractor becomes aware of any Conflict of Interest. The Contractor co-operates with any steps the Client requires the Contractor takes in order to minimise the impact of the Conflict of Interest on the provision of the services.

#### Z7.2 The Contractor either

- has a Whistle Blowing policy equivalent to the Client's Whistle Blowing policy and which enables the Contractor's or Subcontractor's employees to make protected disclosures to the Client or
- enables the Contractor's or Subcontractor's employees to make protected disclosures to the Client under the Client's Whistle Blowing policy.

#### Health and safety Z8

- 20
  - Z8.1 The *Contractor* complies with all Health and Safety Law and Codes of Practice and his own safety policy in Providing the Service.
  - Z8.2 Before the *starting date* the *Contractor* notifies the *Client* of the name of the person responsible for health and safety. When on premises owned or occupied by the *Client*, the *Contractor* ensures that its and its Subcontractor's employees comply with the *Client's* general health and safety policy and with the lawful requirements of the *Service Manager*.
  - Z8.3 The Service Manager may suspend the Providing of the Service or any part of the service if the Contractor
    - does not comply with Health and Safety Law,
    - has not provided his health and safety policy to the Client or
    - has not notified the Client of the person responsible for health and safety.
  - Z8.4 Following such suspension the *Contractor* does not Provide the Service or any part of the *service* until the *Service Manager* is satisfied that the *Contractor* has remedied the failure. An assessment of a compensation event does not include cost and time for the period of the suspension.
  - Z8.5 In Providing the Service the *Contractor* adopts safe methods of work to protect the health, safety and welfare of
    - the Contractor's employees, agents, suppliers and Subcontractors,
    - its Subcontractor's employees and agents,
    - employees and agents of the Client and
    - all other persons, including members of the public.
  - The Contractor provides the information and documents the Client requires as evidence of compliance with Health and Safety Law, applicable safety Codes of Practice and its own safety policy. The Contractor maintains copies of all applicable Health and Safety Law, Codes of Practice and working rules applicable to Providing the Services and permits its employees to use and refer to them.
  - The Contractor informs the Service Manager as soon as it becomes aware of any prosecution, pending or likely prosecution or conviction of the Contractor, any of its employees, any Subcontractor or agent or any of the Subcontractor's employees or agents for any offence under Health and Safety Law. Following this notification the Contractor provides the Service Manager with whatever further information and documents the Service Manager requires.

- Z8.8 The *Contractor* permits the *Service Manager* without earlier notification and at any reasonable time
  - to enter and inspect any premises of the Contractor, its agents or Subcontractors used or to be used in Providing the Service and
  - to inspect any Equipment or Plant and Materials.

## Equality and Z9 diversity

- Z9.1 The *Contractor* does not discriminate directly, indirectly, or by way of victimisation or harassment, or failure to make reasonable adjustments, against any person on grounds of colour, nationality, ethnic or national origins, gender, marital or civil partnership status, maternity, pregnancy, sexual orientation, gender reassignment, religion or belief, age, disability, part time, fixed term or agency worker status, or any other protected characteristic.
- Z9.2 The *Contractor* recruits for each vacancy by a process that accords with good equality and diversity procedures and Equality and Diversity Law.
- Z9.3 The Contractor establishes a procedure for recording and responding to incidents of discrimination and abuse on the basis of colour, nationality, ethnic or national origins, gender, marital or civil partnership status, maternity and pregnancy, sexual orientation, gender reassignment, religion or belief, age, disability, part time, fixed term or agency worker status, or any other protected characteristic.
- In Providing the Service the *Contractor* observes Equality and Diversity Law and follows all relevant Codes of Practice.
- Where the *Contractor*, its Subcontractors, or any of its or their employees are required to Provide the Service on the *Client's* premises or alongside the *Client's* employees on any other premises, the *Contractor* complies with the *Client's* employment policy and codes of practice relating to equality and diversity, copies of which are available from the *Client* on request.
- Z9.6 The *Contractor* monitors its workforce on the basis of ethnicity (which means groups of people classified as 'ethnic groups' in the most recent official census by the Office of National Statistics) gender, age, disability and/or such other bases as the *Client* requires.
- 29.7 Where it appears to the *Contractor* in relation to particular work, that people of one social group or gender or disabilities are under-represented amongst the *Contractor's* or a Subcontractor's workforce compared to their representation in the *Contractor's* or Subcontractor's workforce generally or in the population as a whole or in the areas from which its or its Subcontractor's employees are normally recruited, the *Contractor* does the following to the extent appropriate and reasonably practicable
  - places and uses job advertisements to reach people of those social groups, of that gender or with disabilities and to encourage their applications,
  - uses employment agencies and careers offices in areas where members of those social groups, of that gender or with disabilities live and work,
  - promotes recruitment and training schemes for school-leavers and/or unemployed people intended to reach members of those social groups, of that gender or with disabilities and

- provides appropriate training and encouragement of employees from those social groups, of that gender or with disabilities to apply for promotion or transfer to do work in which people from those social groups, men, women or people with disabilities (as applicable) are under-represented.
- The Contractor submits a report to the Client demonstrating its compliance with the equality and diversity requirements of the contract at least two weeks before the starting date and on each anniversary of the starting date. The Contractor also provides any additional information as the Client reasonably requires to assess the Contractor's compliance with the equality and diversity requirements of the contract.
- Z9.9 The Contractor notifies the Service Manager as soon as it becomes aware of any investigation of or proceedings brought against the Contractor or any Subcontractor under Equality and Diversity Law.
- Where there is a finding against the *Contractor* or a Subcontractor in any investigation conducted or proceedings brought under Equality and Diversity Law as a direct or indirect result of any act or omission of the *Contractor*, a Subcontractor, or any of its or their employees, any costs incurred by the *Client* (including any payment the *Client* is ordered or required to pay to a third party) are at the *Contractor's* risk.
- Z9.11 Where any investigation is undertaken by a person or proceedings are instituted under Equality and Diversity Law relating to the *Contractor* or a Subcontractor Providing the Service, the *Contractor* 
  - provides any information the Client requests in the timescale specified in the request,
  - attends any meetings the Service Manager requires and ensures that it
    and any Subcontractor's employees involved in the investigation or
    proceedings also do so,
  - promptly gives the Service Manager access to and allows it to investigate any documents or data the Service Manager deems relevant,
  - allows any of its employees to appear as witness in any ensuing proceedings and ensures that Subcontractors allow their employees to do so and
  - co-operates fully and promptly with the person or body conducting the investigation.

Compliance legislation

with Z10

Z10.1 The Contractor Provides the Service:

- in a proper and workmanlike manner, and
- in compliance with
  - all statutes, statutory instruments, regulations, rules and orders made under any statute or directive having the force of law which affect the works or performance of any obligations under this contract, and
  - any regulation, bye-law, permission or approval of any local authority or statutory undertaker having jurisdiction in relation to the works or with whose systems the works are, or are to be, connected.