

TERMS OF BUSINESS RELATING TO THE INTRODUCTION OF PERMANENT OR CONTRACT STAFF TO “Client”

1. DEFINITIONS

1.1. In these Terms of Business (“Terms”) the following definitions apply:

- “Agency”** Hydrogen International Limited and Hydrogen UK Limited of 6 Laurence Pountney Hill, London, EC4R 0BL;
- “Applicant”** means the person introduced by the Agency to the Client for an Engagement including (i) any officer or employee of the Applicant if the Applicant is a limited company; and/or (ii) any member or employee of the Applicant if the Applicant is a limited liability partnership; and/or (iii) members of the Agency’s own staff;
- “Client”** means the person, firm or corporate body together with any subsidiary or associated company as defined by the Companies Act 2006 to which the Applicant is introduced;
- “Commencement Date”** means date of receipt;
- “Engagement”** means the engagement, employment or use of the Applicant by the Client, or any third party to whom or to which the Applicant was introduced by the Client (whether with or without the consent of the Agency), on a permanent or temporary basis, whether under a contract of service or for services; under an agency, licence, franchise or partnership agreement; or any other engagement; directly or through a limited company of which the Applicant is an officer or employee or through a limited liability partnership of which the Applicant is a member or employee;
- “Introduction”** means (i) the Client’s interview of an Applicant in person or by telephone, following the Client’s instruction to the Agency to search for an Applicant; or (ii) the passing to the Client of a curriculum vitae or information which identifies the Applicant; and which leads to an Engagement of that Applicant;



“Remuneration” includes base salary or fees, guaranteed and/or guaranteed bonus and commission earnings, allowances, inducement payments, the benefit of a company car and all other payments and taxable (and, where applicable, nontaxable) emoluments payable to or receivable by the Applicant for services rendered to or on behalf of the Client. Where the Client provides a company car, a notional amount of £5000 will be added to the salary in order to calculate the Agency’s fee.

- 1.2. Unless the context requires otherwise, references to the singular include the plural.
- 1.3. The headings contained in these Terms are for convenience only and do not affect their interpretation.

2. THE CONTRACT

- 2.1. These Terms constitute the contract between the Agency and the Client and are deemed to be accepted by the Client by virtue of an Introduction to, or the Engagement of, an Applicant or the passing of any information about the Applicant to any third party following an Introduction.
- 2.2. These Terms contain the entire agreement between the parties and unless otherwise agreed in writing by a director of the Agency, these Terms of Business prevail over any other terms of business or purchase conditions put forward by the Client.
- 2.3. No variation or alteration to these Terms shall be valid unless the details of such variation are agreed between a director of the Agency and the Client and are set out in writing and a copy of the varied terms is given to the Client stating the date on or after which such varied terms shall apply.
- 2.4. These Terms will commence on the Commencement Date and shall continue for an initial period of twelve months, and will automatically renew for periods of twelve months unless either party gives the other not less than three months written notice to terminate.



3. NOTIFICATION AND FEES

- 3.1. The Client agrees:
 - a) To notify the Agency immediately of any offer of an Engagement which it makes to the Applicant;
 - b) To notify the Agency immediately that its offer of an Engagement to the Applicant has been accepted and to provide details of the Remuneration to the Agency; and
 - c) To pay the Agency's fee within 14 days of the date of invoice.
- 3.2. Except in the circumstances set out in clause 5.1 below, no fee is incurred by the Client until the Applicant commences the Engagement when the Agency will render an invoice to the Client for its fees.
- 3.3. The Agency reserves the right to charge interest on invoiced amounts unpaid for more than 14 days at the rate of 4% from the due date until the date of payment. For the avoidance of doubt, clause 3.3 shall not apply where Sharia Law is applicable.
- 3.4. The fee payable to the Agency by the Client for an Introduction resulting in an Engagement is the amount equal to a percentage (%) of the Remuneration applicable during the first 12 months of the Engagement. The fee will be in accordance with the accompanying Scale of Fees as set out in the schedule 1 to these Terms. VAT will be charged on the fee if applicable.
- 3.5. In the event that the Engagement is for a fixed term, the fee in clause 3.4 will apply pro-rata. If the Client extends or re-engages the Applicant within 6 calendar months from the end date of such Engagement, the Client shall be liable to pay to the Agency the pro-rata fee for the full duration of the Engagement. Should the Client wish to engage the Candidate on a permanent basis at any point during the fixed term agreement and for a period of 6 months thereafter, the full permanent fee as detailed in clause 3.4 will apply. In such circumstances the Scale of Refund as detailed in Schedule 1 will not apply.
- 3.6. In the event that a written offer of employment made by the Client is accepted by the candidate and the subsequently withdrawn by the Client prior to its expiry date through no



fault of the candidate or the Agency, the full fee calculated in accordance with clause 3.4 becomes payable to the Agency.

- 3.7. If the Client subsequently engages or re-engages the Applicant in any role (including a different role from that which the Applicant was originally considered for or engaged in) within the period of 6 calendar months from the date of termination of the Engagement or withdrawal of an offer, a full fee calculated in accordance with clause 3.4 above becomes payable to the Agency.

4. REFUNDS

- 4.1. In order to qualify for the following refund, the Client must pay the Agency's fee in full and without deduction within 14 days of the date of invoice and must notify the Agency in writing of the termination of the Engagement within 7 days of its termination.
- 4.2. If the Engagement terminates before the expiry of twelve weeks from the commencement of the Engagement (except where the Applicant is made redundant as defined in the Employment Rights Act 1996, or; where the job description materially changes from the job description/specification given prior to Engagement, or; where the Applicant is constructively dismissed) the Agency shall endeavour to find a suitable alternative candidate for an exclusive period of ten weeks. Should a suitable alternative candidate not be identified and appointed within three months from the date the Client notifies the Agency of the termination, the fee will be refunded in accordance with the accompanying Scale of Refund set out in the schedule to these Terms. If a suitable replacement Applicant is found by the agency within three months from the date the Client notifies the Agency of the termination or the Client does not allow the Agency to work on an exclusive period for ten weeks then there shall be no entitlement to a refund.
- 4.3. In circumstances where clause 3.7 applies the full fee stated in clause 3.4 is payable and there shall be no entitlement to a refund.

5. CANCELLATION FEE

- 5.1. If, after an offer of Engagement has been made to the Agency and/or Applicant, verbally and the Client decides for any reason to withdraw it, the Client shall be liable to pay the Agency a minimum fee of £1,000.00 plus VAT if applicable.



- 5.2. If the Client has agreed to reimburse the Agency in relation to any marketing/advertising expenditure in respect of any instruction placed with the Agency by the Client pursuant to these Terms and that assignment is terminated by the Client for any reason, or the Client for any reason materially alters its requirements, the Client will pay all marketing and other costs incurred by the Agency in connection with such assignment.

6. INTRODUCTIONS

- 6.1. Introductions of Applicants are confidential. The disclosure by the Client to a third party of any details regarding an Applicant introduced by the Agency which results in an Engagement with that third party within 6 months of the Introduction renders the Client liable to payment of the Agency's fee as set out in clause 3.4 with no entitlement to any refund.
- 6.2. An introduction fee calculated in accordance with clause 3.4 will be charged in relation to any Applicant engaged as a consequence of or resulting from an Introduction by or through the Agency, whether direct or indirect, within 6 months from the date of the Agency's Introduction.
- 6.3. Where the amount of the actual Remuneration is not known the Agency will charge a fee calculated in accordance with clause 3.4 on the market rate of remuneration applicable for the position in which the Applicant has been engaged with regard to any information supplied to the Agency by the Client and/or comparable positions in the market generally for such positions.

7. SUITABILITY AND REFERENCES

- 7.1. The Agency endeavours to ensure the suitability of any Applicant introduced to the Client by obtaining confirmation of the Applicant's identity; that the Applicant has the experience, training, qualifications and any authorisation which the Client considers necessary or which may be required by law or by any professional body; and that the Applicant is willing to work in the position which the Client seeks to fill.
- 7.2. At the same time as proposing an Applicant to the Client the Agency shall inform the Client of such matters in clause 7.1 as they have obtained confirmation of. Where such information is not given in paper form or by electronic means it shall be confirmed by such means by the end of the third business day (excluding Saturday, Sunday and any public or Bank holiday) following save where the Applicant is being proposed for a position which is the same as one in which the Applicant has worked within the previous five business days and such information has already been given to the Client.



- 7.3. The Agency endeavours to take all such steps as are reasonably practicable to ensure that the Client and Applicant are aware of any requirements imposed by law or any professional body to enable the Applicant to work in the position which the Client seeks to fill.
- 7.4. The Agency endeavours to take all such steps as are reasonably practicable to ensure that it would not be detrimental to the interests of either the Client or the Applicant for the Applicant to work in the position which the Client seeks to fill.
- 7.5. Notwithstanding clauses 7.1, 7.2, 7.3 and 7.4 above the Client shall satisfy itself as to the suitability of the Applicant and the Client shall take up any references provided by the Applicant to it or the Agency before engaging such Applicant. The Client is responsible for obtaining work permits and/or such other permission to work as may be required, for the arrangement of medical examinations and/or investigations into the medical history of any Applicant, and satisfying any medical and other requirements, qualifications or permission required by law of the country in which the Applicant is engaged to work.
- 7.6. To enable the Agency to comply with its obligations under clauses 7.1, 7.2, 7.3 and 7.4 above the Client undertakes to provide to the Agency details of the position which the Client seeks to fill, including the type of work that the Applicant would be required to do; the location and hours of work; the experience, training, qualifications and any authorisation which the Client considers necessary or which are required by law or any professional body for the Applicant to possess in order to work in the position; and any risks to health or safety known to the Client and what steps the Client has taken to prevent or control such risks. In addition the Client shall provide details of the date the Client requires the Applicant to commence, the duration or likely duration of the work; the minimum rate of remuneration, expenses and any other benefits that would be offered; the intervals of payment of remuneration and the length of notice that the Applicant would be entitled to give and receive to terminate the employment with the Client.

8. CONFIDENTIALITY

- 8.1. The Client shall not without the prior written consent of a director of the Agency provide any information in respect of the Applicant to any third party whether for employment purposes or otherwise.
- 8.2. The Agency shall not without the consent of the Client provide information in respect to the Client or its business or undertaking to any third party (save as it is required to do pursuant to



its obligations under the Conduct of Employment Agencies and Employment Businesses Regulations 2003).

9. SPECIAL SITUATIONS

- 9.1. Where the Applicant is required by law, or any professional body to have any qualifications or authorisations to work in the position which the Client seeks to fill; or the work involves caring for or attending one or more persons under the age of eighteen, or any person who by reason of age, infirmity or who is otherwise in need of care or attention, the Agency will take all reasonably practicable steps to obtain and offer to provide copies of any relevant qualifications or authorisations of the Applicant, two references from persons not related to the Applicant who have agreed that the references they provide may be disclosed to the Client and has taken all reasonably practicable steps to confirm that the Applicant is suitable for the position. If the Agency is unable to do any of the above it shall inform the Client of the steps it has taken to obtain this information in any event.

10. LIABILITY

- 10.1. The Agency shall not be liable under any circumstances for any loss, expense, damage, delay, costs or compensation (whether direct, indirect or consequential) which may be suffered or incurred by the Client arising from or in any way connected with the Agency seeking an Applicant for the Client or from the Introduction to or Engagement of any Applicant by the Client or from the failure of the Agency to introduce any Applicant. For the avoidance of doubt, the Agency does not exclude liability for death or personal injury arising from its own negligence.

11. PUBLICITY

- 11.1. There may be occasions when the Agency would like to make known that it acts or has acted for the Client in a particular market place. The Client hereby consents to the Agency publicising this by whatever means it deems appropriate. For the avoidance of doubt, the Agency will not disclose any confidential information about the Client's business or any particular transaction to any third party without the Client's prior written consent.

12. ASSIGNABILITY

- 12.1 The Agency shall be entitled to assign, transfer, mortgage and/or charge the Agreement or any of its rights and/or obligations under the Agreement to any member(s) of the group of



companies of which the Agency is a member of without the consent of the Client. In this regard, the Client agrees that where the Agency wishes to transfer any of its obligations under this Agreement to any member(s) of the group of companies of which the Agency is a member of, the Client shall, at its own cost and in a timely manner, execute or procure the execution of any novation agreement effecting such transfer which the Client requires it to execute.”

13. LAW

13.1. These Terms are governed by the law of England & Wales and are subject to the exclusive jurisdiction of the Courts of England & Wales

Signed for and on behalf of the Client

Signed for and on behalf of the Agency

Print Name of Authorised Signatory

Print Name of Authorised Signatory

Dated

Dated



SCHEDULE 1:

SCALE OF FEES:

VAT will be charged on the fee if applicable.

Disciplines	% Fee	Region/Country
IT, Business Technology & Change Specialist Division	30	Worldwide
Finance, Accounting and Audit Specialist Division	30	Worldwide
Legal, & Compliance Specialist Division	30	Worldwide
Property, Construction & Engineering Specialist Division	30	Worldwide
HR Specialist Division	30	Worldwide
Sales & Marketing Specialist Division	30	Worldwide
Other	30	Worldwide

SCALE OF REFUND:

The following scale of refund only applies in the event that the Client complies with the provisions of clause 3.1 and 4.1 of these Terms.

Where the Applicant leaves (except where the Applicant is made redundant as defined in the Employment Rights Act 1996) during the first twelve weeks of the Engagement, a partial refund of the introduction fee shall be paid to the Client in accordance with the scale set out below, subject to the conditions in clause 4.

Weeks in which the Applicant leaves (inclusive)	% of introduction fee refunded
0 -4	75%
5 – 8	50%
9 – 12	25%

There will be no refund where the Applicant leaves after the 12th Week of the Engagement.