

1. INTERPRETATION

THE FOLLOWING DEFINITIONS AND RULES OF INTERPRETATION APPLY IN THESE CONDITIONS.

1.1. Definitions:

Business Day	a day other than a Saturday, Sunday or public holiday in England when banks in London are open for business.
Charges	the charges payable by the Customer for the supply of the Services in accordance with clause 5 (Charges and payment).
Commencement Date	has the meaning set out in clause 2.2.
Conditions	these terms and conditions as amended from time to time in accordance with clause 11.5.
Contract	the contract between PASCON LIMITED and the Customer for the supply of Services in accordance with these Conditions.
Control	shall be as defined in section 1124 of the Corporation Tax Act 2010, and the expression change of Control shall be construed accordingly.
Customer	the person or firm who purchases Services from PASCON LIMITED.
Customer Default	has the meaning set out in clause 4.2.
Data Controller	has the meaning set out in section 1(1) of the Data Protection Act 1998.
Data Subject	an individual who is the subject of Personal Data.
Deliverables	the deliverables set out in the Offer letter produced by PASCON LIMITED for the Customer.

Intellectual Property Rights	Intellectual Property Rights: patents, utility models, rights to inventions, copyright and related rights, moral rights, trademarks and service marks, business names and domain names, rights in get-up, goodwill and the right to sue for passing off rights in designs, rights in computer software, database rights, rights to use, and protect the confidentiality of, confidential information (including know-how and trade secrets), and all other intellectual property rights, in each case whether registered or unregistered and including all applications and rights to apply for and be granted, renewals or extensions of, and rights to claim priority from, such rights and all similar or equivalent rights or forms of protection which subsist or will subsist now or in the future in any part of the world.
Order	the Customer's order for Services as set out in the Customer's purchase order form, the Customer's written acceptance of a quotation by PASCON LIMITED, or overleaf, as the case may be.
Personal Data	has the meaning set out in section 1(1) of the Data Protection Act 1998 and relates only to personal data, or any part of such personal data, in respect of which the Customer is the Data Controller and in relation to which PASCON LIMITED is providing Services under the Contract.
Processing and process	have the meaning set out section 1(1) of the Data Protection Act 1998.
Services	the services, including the Deliverables, supplied by PASCON LIMITED to the Customer as set out in the Specification.
Specification	the description or specification of the Services provided in writing by PASCON LIMITED to the Customer.
Supplier	PASCON LIMITED of 15 Vigo Place, Walsall, West Midlands WS9 8UG registered in England and Wales with company number 04241307.

Supplier Materials has the meaning set out in clause 4.1.8.

1.2. Interpretation:

1.3. A reference to a statute or statutory provision is a reference to it as amended or re-enacted. A reference to a statute or statutory provision includes all subordinate legislation made under that statute or statutory provision.

1.4. Any words following the terms **including, include, in particular, for example** or any similar expression, shall be construed as illustrative and shall not limit the sense of the words, description, definition, phrase or term preceding those terms.

1.5. A reference to **writing** or **written** includes faxes.

2. BASIS OF CONTRACT

2.1. The Order constitutes an offer by the Customer to purchase Services in accordance with these Conditions. The Order maybe in response to PASCON LIMITED offer letter.

2.2. The Order shall only be deemed to be accepted when PASCON LIMITED issues written acceptance of the Order at which point and on which date the Contract shall come into existence (**Commencement Date**).

2.3. Any samples, drawings, descriptive matter or advertising issued by PASCON LIMITED, and any descriptions or illustrations contained in the PASCON LIMITED's catalogues or brochures, are issued or published for the sole purpose of giving an approximate idea of the Services described in them. They shall not form part of the Contract or have any contractual force.

2.4. These Conditions apply to the Contract to the exclusion of any other terms that the Customer seeks to impose or incorporate, or which are implied by trade, custom, practice or course of dealing.

2.5. Any quotation given by PASCON LIMITED shall not constitute an offer and is only valid for a period of 30 Business Days from its date of issue.

3. SUPPLY OF SERVICES

3.1. PASCON LIMITED shall supply the Services to the Customer in accordance with the Project Specification in all material respects.

3.2. PASCON LIMITED shall use all reasonable endeavours to meet any performance dates specified in the order, but any such dates shall be

estimates only and time shall not be of the essence for performance of the Services.

- 3.3. PASCON LIMITED reserves the right to amend the specification if necessary to comply with any applicable law or regulatory requirement, or if the amendment will not materially affect the nature or quality of the Services, and PASCON LIMITED shall notify the Customer in any such event.
- 3.4. PASCON LIMITED warrants to the Customer that the Services will be provided using reasonable care and skill.

4. CUSTOMER'S OBLIGATIONS

- 4.1. The Customer shall:
 - 4.1.1. ensure that the terms of the Order and any information it provides in the Specification are complete and accurate;
 - 4.1.2. co-operate with PASCON LIMITED in all matters relating to the Services;
 - 4.1.3. provide PASCON LIMITED, its employees, agents, consultants and subcontractors, with access to the Customer's premises, office accommodation and other facilities as reasonably required by PASCON LIMITED;
 - 4.1.4. provide the Supplier with such information and materials as PASCON LIMITED may reasonably require in order to supply the Services, and ensure that such information is complete and accurate in all material respects;
 - 4.1.5. prepare the Customer's premises for the supply of the Services;
 - 4.1.6. obtain and maintain all necessary licences, permissions and consents which may be required for the Services before the date on which the Services are to start;
 - 4.1.7. comply with all applicable laws, including health and safety laws;
 - 4.1.8. keep all materials, equipment, documents and other property of PASCON LIMITED (**Supplier Materials**) at the Customer's premises in safe custody at its own risk, maintain the Supplier Materials in good condition until returned to PASCON LIMITED, and not dispose of or use PASCON LIMITED Materials other than in accordance with PASCON LIMITED's written instructions or authorisation; and

- 4.1.9. comply with any additional obligations as set out in the Specification.
- 4.2. If PASCON LIMITED's performance of any of its obligations under the Contract is prevented or delayed by any act or omission by the Customer or failure by the Customer to perform any relevant obligation (**Customer Default**):
 - 4.2.1. without limiting or affecting any other right or remedy available to it, PASCON LIMITED shall have the right to suspend performance of the Services until the Customer remedies the Customer Default, and to rely on the Customer Default to relieve it from the performance of any of its obligations in each case to the extent the Customer Default prevents or delays PASCON LIMITED's performance of any of its obligations;
 - 4.2.2. PASCON LIMITED shall not be liable for any costs or losses sustained or incurred by the Customer arising directly or indirectly from PASCON LIMITED's failure or delay to perform any of its obligations as set out in this clause 4.2; and
 - 4.2.3. the Customer shall reimburse PASCON LIMITED on written demand for any costs or losses sustained or incurred by PASCON LIMITED arising directly or indirectly from the Customer Default.

5. CHARGES AND PAYMENT

- 5.1. The Charges for the Services shall be subject to an official offer. In the absence of an official offer they shall be calculated on a time and materials basis:
 - 5.1.1. the Charges shall be calculated in accordance with PASCON LIMITED's official offer letter;
 - 5.1.2. PASCON LIMITED's daily rates for each individual are calculated on the basis of an eight-hour day on Business Days between 7am and 6pm. A minimum of eight hours is charged regardless of how long each individual is on site;
 - 5.1.3. PASCON LIMITED shall be entitled to charge an additional overtime rate of 100% per cent of the daily fee rate for each individual, on any works undertaken between the hours of 10pm and 6am. Work undertaken between these hours will also incur a rest day for each individual engaged; and
 - 5.1.4. PASCON LIMITED shall be entitled to charge the Customer for any expenses reasonably incurred by the individuals whom PASCON LIMITED engages in connection with the Services including travelling expenses, hotel costs, subsistence and any

associated expenses, and for the cost of services provided by third parties and required by PASCON LIMITED for the performance of the Services, and for the cost of any materials.

- 5.2. PASCON LIMITED reserves the right to increase the Charges on an annual basis with effect from each anniversary of the Commencement Date in line with the percentage increase in the Retail Prices Index in the preceding 12-month period and the first such increase shall take effect on the first anniversary of the Commencement Date and shall be the latest available figure for the percentage increase in the Retail Prices Index.
- 5.3. PASCON LIMITED shall invoice the Customer in accordance with its official offer or otherwise as agreed in writing between the parties.
- 5.4. The Customer shall pay each invoice submitted by PASCON LIMITED:
 - 5.4.1. within 30 days of the date of the invoice or in accordance with PASCON LIMITED official offer; and
 - 5.4.2. in full and in cleared funds to a bank account nominated in writing by PASCON LIMITED, andtime for payment shall be of the essence of the Contract.
- 5.5. All amounts payable by the Customer under the Contract are exclusive of amounts in respect of value added tax chargeable from time to time (VAT). Where any taxable supply for VAT purposes is made under the Contract by PASCON LIMITED to the Customer, the Customer shall, on receipt of a valid VAT invoice from PASCON LIMITED, pay to PASCON LIMITED such additional amounts in respect of VAT as are chargeable on the supply of the Services at the same time as payment is due for the supply of the Services.
- 5.6. If the Customer fails to make a payment due to PASCON LIMITED under the Contract by the due date, then, without limiting PASCON LIMITED's remedies under Clause 9, the Customer shall pay interest on the overdue sum from the due date until payment of the overdue sum, whether before or after judgment. Interest under this Clause 5.6 will accrue each day at 8% a year above the Bank of England's base rate from time to time, but at 8.5% a year for any period when that base rate is below 0%.
- 5.7. All amounts due under the Contract shall be paid in full without any set-off, counterclaim, deduction or withholding (other than any deduction or withholding of tax as required by law).

6. INTELLECTUAL PROPERTY RIGHTS

- 6.1. All Intellectual Property Rights in or arising out of or in connection with the Services (other than Intellectual Property Rights in any materials provided by the Customer) shall be owned by PASCON LIMITED.
- 6.2. PASCON LIMITED grants to the Customer or shall procure the direct grant to the Customer of, a fully paid-up, worldwide, non-exclusive, royalty-free licence during the term of the Contract for the purpose of receiving and using the Services and the Deliverables in its business.
- 6.3. The Customer shall not sub-license, assign or otherwise transfer the rights granted in Clause 6.2.
- 6.4. The Customer grants PASCON LIMITED a fully paid-up, non-exclusive, royalty-free, non-transferable licence to copy and modify any materials provided by the Customer to PASCON LIMITED for the term of the Contract for the purpose of providing the Services to the Customer.

7. DATA PROTECTION AND DATA PROCESSING

- 7.1. The Customer and PASCON LIMITED acknowledge that for the purposes of the Data Protection Act 1998, the Customer is the Data Controller and PASCON LIMITED is the data processor in respect of any Personal Data.
- 7.2. PASCON LIMITED shall process the Personal Data only in accordance with the Customer's instructions from time to time and shall not process the Personal Data for any purposes other than those expressly authorised by the Customer.
- 7.3. PASCON LIMITED shall take reasonable steps to ensure the reliability of all its employees who have access to the Personal Data.
- 7.4. Each party warrants to the other that it will process the Personal Data in compliance with all applicable laws, enactments, regulations, orders, standards and other similar instruments.
- 7.5. PASCON LIMITED warrants that, having regard to the state of technological development and the costs of implementing any measures, it will:
 - 7.5.1. take appropriate technical and organisational measures against the unauthorised or unlawful processing of Personal Data and against the accidental loss or destruction of, or damage to, Personal Data to ensure a level of security appropriate to:

- 7.5.1.1.the harm that might result from such unauthorised or unlawful processing or accidental loss, destruction or damage; and
 - 7.5.1.2.the nature of the data to be protected; and
 - 7.5.2. take reasonable steps to ensure compliance with those measures.
 - 7.6. Each party agrees to indemnify and keep indemnified and defend at its own expense the other party against all costs, claims, damages or expenses incurred by the other party or for which the other party may become liable due to any failure by the first party or its employees or agents to comply with any of its obligations under this clause 7.
 - 7.7. The Customer acknowledges that PASCON LIMITED is reliant on the Customer for direction as to the extent to which PASCON LIMITED is entitled to use and process the Personal Data. Consequently, PASCON LIMITED will not be liable for any claim brought by a Data Subject arising from any action or omission by the Supplier, to the extent that such action or omission resulted directly from the Customer's instructions.
 - 7.8. PASCON LIMITED may authorise a third party (subcontractor) to process the Personal Data provided that the subcontractor's contract:
 - 7.8.1. is on terms which are substantially the same as those set out in the Contract; and
 - 7.8.2. terminates automatically on termination of the Contract for any reason.
- 8. LIMITATION OF LIABILITY**
- 8.1. Nothing in the Contract shall limit or exclude PASCON LIMITED's liability for:
 - 8.1.1. death or personal injury caused by its negligence, or the negligence of its employees, agents or subcontractors;
 - 8.1.2. fraud or fraudulent misrepresentation; or
 - 8.1.3. breach of the terms implied by section 2 of the Supply of Goods and Services Act 1982 (title and quiet possession) or any other liability which cannot be limited or excluded by applicable law.
 - 8.2. Subject to clause 8.1, PASCON LIMITED shall not be liable to the Customer, whether in contract, tort (including negligence), for breach

of statutory duty, or otherwise, arising under or in connection with the Contract for:

- 8.2.1. loss of profits;
 - 8.2.2. loss of sales or business;
 - 8.2.3. loss of agreements or contracts;
 - 8.2.4. loss of anticipated savings;
 - 8.2.5. loss of use or corruption of software, data or information;
 - 8.2.6. loss of damage to goodwill; and
 - 8.2.7. any indirect or consequential loss.
- 8.3. Subject to clause 8.1, PASCON LIMITED's total liability to the Customer, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, arising under or in connection with the Contract shall be limited to 100% of the total Charges paid under the Contract.
- 8.4. The terms implied by sections 3 to 5 of the Supply of Goods and Services Act 1982 are, to the fullest extent permitted by law, excluded from the Contract.
- 8.5. This clause 8 shall survive termination of the Contract.

9. TERMINATION

- 9.1. Without affecting any other right or remedy available to it, either party may terminate the Contract by giving the other party one month's written notice.
- 9.2. Without affecting any other right or remedy available to it, either party may terminate the Contract with immediate effect by giving written notice to the other party if:
 - 9.2.1. the other party commits a material breach of any term of the Contract and (if such a breach is remediable) fails to remedy that breach within seven days of that party being notified in writing to do so;
 - 9.2.2. the other party takes any step or action in connection with its entering administration, provisional liquidation or any composition or arrangement with its creditors (other than in relation to a solvent restructuring), being wound up (whether voluntarily or by order of the court, unless for the purpose of a solvent restructuring), having a receiver appointed to any of

its assets or ceasing to carry on business or, if the step or action is taken in another jurisdiction, in connection with any analogous procedure in the relevant jurisdiction;

9.2.3. the other party suspends, or threatens to suspend, or ceases or threatens to cease to carry on all or a substantial part of its business; or

9.2.4. the other party's financial position deteriorates to such an extent that in the terminating party's opinion the other party's capability to adequately fulfil its obligations under the Contract has been placed in jeopardy.

9.3. Without affecting any other right or remedy available to it, PASCON LIMITED may terminate the Contract with immediate effect by giving written notice to the Customer if the Customer fails to pay any amount due under the Contract on the due date for payment; or

9.3.1. there is a change of Control of the Customer.

9.4. Without affecting any other right or remedy available to it, PASCON LIMITED may suspend the supply of Services under the Contract or any other contract between the Customer and PASCON LIMITED if the Customer fails to pay any amount due under the Contract on the due date for payment, the Customer becomes subject to any of the events listed in clause 9.2.2 to clause 9.2.4 or PASCON LIMITED reasonably believes that the Customer is about to become subject to any of them.

10. CONSEQUENCES OF TERMINATION

10.1. On termination of the Contract:

10.1.1. the Customer shall immediately pay to PASCON LIMITED all of PASCON LIMITED's outstanding unpaid invoices and interest and, in respect of Services supplied but for which no invoice has been submitted, PASCON LIMITED shall submit an invoice, which shall be payable by the Customer immediately on receipt;

10.1.2. the Customer shall return all of PASCON LIMITED Materials and any Deliverables which have not been fully paid for. If the Customer fails to do so, then PASCON LIMITED may enter the Customer's premises and take possession of them. Until they have been returned, the Customer shall be solely responsible for their safe keeping and will not use them for any purpose not connected with the Contract.

10.2. Termination or expiry of the Contract shall not affect any rights, remedies, obligations or liabilities of the parties that have accrued up

to the date of termination or expiry, including the right to claim damages in respect of any breach of the Contract which existed at or before the date of termination or expiry.

- 10.3. Any provision of the Contract that expressly or by implication is intended to come into or continue in force on or after termination or expiry of the Contract shall remain in full force and effect.

11. GENERAL

- 11.1. **Force majeure.** Neither party shall be in breach of the Contract nor liable for delay in performing, or failure to perform, any of its obligations under the Contract if such delay or failure result from events, circumstances or causes beyond its reasonable control.

11.2. Assignment and other dealings.

11.2.1. PASCON LIMITED may at any time assign, mortgage, charge, subcontract, delegate, declare a trust over or deal in any other manner with any or all of its rights and obligations under the Contract.

11.2.2. The Customer shall not assign, transfer, mortgage, charge, subcontract, declare a trust over or deal in any other manner with any of its rights and obligations under the Contract without the prior written consent of PASCON LIMITED.

11.3. Confidentiality.

11.3.1. Each party undertakes that it shall not at any time disclose to any person any confidential information concerning the business, affairs, customers, clients or suppliers of the other party, except as permitted by clause 11.3.2.

11.3.2. Each party may disclose the other party's confidential information:

11.3.2.1. to its employees, officers, representatives, subcontractors or advisers who need to know such information for the purposes of carrying out the party's obligations under the Contract. Each party shall ensure that its employees, officers, representatives, subcontractors or advisers to whom it discloses the other party's confidential information comply with this clause 11.3; and

11.3.2.2. as may be required by law, a court of competent jurisdiction or any governmental or regulatory authority.

11.3.3. Neither party shall use the other party's confidential information for any purpose other than to perform its obligations under the Contract.

11.4. Entire agreement.

11.4.1. The Contract constitutes the entire agreement between the parties and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between them, whether written or oral, relating to its subject matter.

11.4.2. Each party acknowledges that in entering into the Contract it does not rely on, and shall have no remedies in respect of any statement, representation, assurance or warranty (whether made innocently or negligently) that is not set out in the Contract. Each party agrees that it shall have no claim for innocent or negligent misrepresentation or negligent misstatement based on any statement in the Contract.

11.4.3. Nothing in this clause shall limit or exclude any liability for fraud.

11.5. Variation. Except as set out in these Conditions, no variation of the Contract shall be effective unless it is in writing and signed by the parties (or their authorised representatives).

11.6. Waiver. A waiver of any right or remedy under the Contract or by law is only effective if given in writing and shall not be deemed a waiver of any subsequent breach or default. A failure or delay by a party to exercise any right or remedy provided under the Contract or by law shall not constitute a waiver of that or any other right or remedy, nor shall it prevent or restrict any further exercise of that or any other right or remedy. No single or partial exercise of any right or remedy provided under the Contract or by law shall prevent or restrict the further exercise of that or any other right or remedy.

11.7. Severance. If any provision or part-provision of the Contract is or becomes invalid, illegal or unenforceable, it shall be deemed modified to the minimum extent necessary to make it valid, legal and enforceable. If such modification is not possible, the relevant provision or part-provision shall be deemed deleted. Any modification to or deletion of a provision or part-provision under this clause shall not affect the validity and enforceability of the rest of the Contract.

11.8. Notices.

11.8.1. Any notice or other communication given to a party under or in connection with the Contract shall be in writing and shall be delivered by hand or by pre-paid first-class post or other next

working day delivery service at its registered office (if a company) or its principal place of business (in any other case); or sent by fax to its main fax number

11.8.2. Any notice or other communication shall be deemed to have been received: if delivered by hand, on signature of a delivery receipt or at the time the notice is left at the proper address; if sent by pre-paid first class post or other next working day delivery service, at 9.00 am on the second Business Day after posting or at the time recorded by the delivery service; or, if sent by fax, at same day on the next Business Day after transmission.

11.8.3. This clause does not apply to the service of any proceedings or other documents in any legal action or, where applicable, any other method of dispute resolution.

11.9. Third party rights.

11.9.1. Unless it expressly states otherwise, the Contract does not give rise to any rights under the Contracts (Rights of Third Parties) Act 1999 to enforce any term of the Contract.

11.9.2. The rights of the parties to rescind or vary the Contract are not subject to the consent of any other person.

11.10. Governing law. The Contract, and any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with it or its subject matter or formation shall be governed by and construed in accordance with the law of England and Wales.

11.11. Jurisdiction. Each party irrevocably agrees that where possible Walsall County Court shall have exclusive jurisdiction to settle any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with the Contract or its subject matter or formation.