

1. INTERPRETATION

1.1 In these Conditions, the following definitions apply:

"Business Day"	means a day (other than a Saturday, Sunday or a public holiday) when banks in London are open for business
"Commencement Date"	has the meaning set out in Clause 2.2
"Conditions"	means these terms and conditions as amended from time to time in accordance with Clause 15.12
"Contract"	means the contract between Esseco and the Supplier for the supply of Goods and/or Services in accordance with these Conditions
"Deliverables"	means all documents, products and materials developed by the Supplier or its agents, contractors and employees as part of or in relation to the Services in any form or media, including without limitation drawings, maps, plans, diagrams, designs, pictures, computer programs, data, specifications and reports (including drafts)
"Esseco"	means Esseco UK Limited (registered number 01903619) whose registered office is at Calder Vale Road, Wakefield, West Yorkshire WF1 5PH
"Esseco Materials"	has the meaning set out in Clause 5.3.9
"Goods"	means the goods (or any part of them) set out in the Order
"Goods Specification"	means any specification for the Goods, including any related plans and drawings, that is agreed in writing by Esseco and the Supplier
"Intellectual Property Rights"	means all patents, rights to inventions, utility models, copyright and related rights, trade marks, service marks, trade, business and domain names, rights in trade dress or get-up, rights in goodwill or to sue for passing off, unfair competition rights, rights in designs, rights in computer software, database right, topography rights, rights in confidential information (including know-how and trade secrets) and any other intellectual property rights, in each case whether registered or unregistered and including all applications for and renewals or extensions of such rights, and all similar or equivalent rights or forms of protection in any part of the world
"Order"	means Esseco's order for the supply of Goods and/or Services, as set out in Esseco's purchase order form, or in Esseco's written acceptance of the Supplier's quotation, or overleaf, as the case may be
"Services"	means the services, including without limitation any Deliverables, to be provided by the Supplier under the Contract as set out in the Order and any Service

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Specification agreed between the parties

"Service Specification" means the description or specification for Services agreed in writing by Esseco and the Supplier

"Supplier" means the person or firm from whom Esseco purchases the Goods and/or Services

1.2 In these Conditions, the following rules apply:-

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

1.2.2 a reference to a party includes its personal representatives, successors or permitted assigns;

1.2.3 a reference to a statute or statutory provision is a reference to such statute or statutory provision as amended or re-enacted. A reference to a statute or statutory provision includes any subordinate legislation made under that statute or statutory provision, as amended or re-enacted;

1.2.4 any phrase introduced by the terms **including, include, in particular** or any similar expression shall be construed as illustrative and shall not limit the sense of the words preceding those terms; and

1.2.5 a reference to **writing** or **written** includes faxes and e-mails.

2. BASIS OF CONTRACT

2.1 The Order constitutes an offer by Esseco to purchase Goods and/or Services from the Supplier in accordance with these Conditions.

2.2 The Order shall be deemed to be accepted on the earlier of:-

2.2.1 the Supplier issuing written acceptance of the Order; or

2.2.2 any act by the Supplier consistent with fulfilling the Order,

at which point and on which date the Contract shall come into existence ("**Commencement Date**").

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

2.4 Notwithstanding Clause 2.3, if the parties agree either on the Order or separately in writing that any of the Incoterms 2010 (or such Incoterms as are in force from time to time) are to apply to this Contract those terms shall apply as set out in the relevant provisions of the Incoterms. In the case of conflict or ambiguity between any provision contained in the Incoterms and any provision contained in this Contract, the provisions in the Incoterms shall take precedence.

2.5 All of these Conditions shall apply to the supply of both Goods and Services except where the application to one or the other is specified.

3. SUPPLY OF GOODS

3.1 The Supplier shall ensure that the Goods shall:-

3.1.1 correspond with their description and any applicable Goods Specification;

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- 3.1.2 be of satisfactory quality (within the meaning of the Sale of Goods Act 1979) and fit for any purpose held out by the Supplier or made known to the Supplier by Esseco, expressly or by implication, and in this respect Esseco relies on the Supplier's skill and judgement;
 - 3.1.3 be free from defects in design, materials and workmanship and remain so for not less than 12 months after delivery or the applicable shelf life as stated in the specification;
 - 3.1.4 comply with all applicable statutory and regulatory requirements relating to the manufacture, labelling, packaging, storage, handling and delivery of the Goods;
 - 3.1.5 be accompanied by any necessary instructions and technical documents, including operating and service manuals. Such documentation shall be in English, and be of sufficient quality and clarity to enable the Customer to effectively and safely operate, support, store and dispose of the Product; and
 - 3.1.6 not infringe, nor shall their manufacture or subsequent commercialisation infringe any Intellectual Property rights of any third party
- 3.2 The Supplier shall ensure that at all times it has and maintains all the licences, permissions, authorisations, consents and permits that it needs to carry out its obligations under the Contract in respect of the Goods.
- 3.3 Esseco shall have the right to inspect and test the Goods at any time before delivery. If following such inspection or testing Esseco considers that the Goods do not conform or are unlikely to comply with the Supplier's undertakings at Clause 3.1, Esseco shall inform the Supplier and the Supplier shall immediately take such remedial action as is necessary to ensure compliance.
- 3.4 Notwithstanding any such inspection or testing, the Supplier shall remain fully responsible for the Goods and any such inspection or testing shall not reduce or otherwise affect the Supplier's obligations under the Contract, and Esseco shall have the right to conduct further inspections and tests after the Supplier has carried out its remedial actions.
- 4. DELIVERY OF GOODS**
- 4.1 The Supplier shall ensure that:-
- 4.1.1 the Goods are properly packed and secured in such manner as to enable them to reach their destination in good condition;
 - 4.1.2 each delivery of the Goods is accompanied by a delivery note which shows the date of the Order, the Order number, the type and quantity of the Goods (including the code number of the Goods (where applicable)), special storage instructions (if any) and, if the Goods are being delivered by instalments, the outstanding balance of Goods remaining to be delivered; and
 - 4.1.3 if the Supplier requires Esseco to return any packaging material for the Goods to the Supplier, a full description of the process to return the packaging material to be returned (including identification marks numbers and values) is clearly stated on the delivery note. Any such packaging material shall only be returned to the Supplier at the cost of the Supplier.
- 4.2 The Supplier shall deliver the Goods:-
- 4.2.1 on the date specified in the Order or, if no such date is specified, then within 3 days of the date of the Order or at such other time as Esseco may notify to the Supplier;

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- 4.2.2 unless otherwise agreed between the parties, to Esseco's premises at Calder Vale Road, Wakefield, West Yorkshire WF1 5PH or such other location as is set out in the Order or as instructed by Esseco before delivery ("**Delivery Location**");
- 4.2.3 during Esseco's normal hours of business on a Business Day, or as instructed by Esseco.
- 4.3 Delivery of the Goods shall be completed on the completion of unloading of the Goods at the Delivery Location and signing of the delivery note by Esseco.
- 4.4 Esseco shall not be liable for any demurrage or cartage charges resulting from the delivery of the Goods, howsoever incurred, and the Supplier agrees to be responsible for any such charges, whether levied on Esseco or the Supplier.
- 4.5 If the Supplier:
 - 4.5.1 delivers the Goods without an Order number, Esseco may reject the Goods;
 - 4.5.2 delivers less than 95 per cent of the quantity of Goods ordered, Esseco may reject the Goods; or
 - 4.5.3 delivers more than 105 per cent of the quantity of Goods ordered, Esseco may at its sole discretion reject the Goods or the excess Goods,

and any rejected Goods shall be returnable at the Supplier's risk and expense. If the Supplier delivers more or less than the quantity of Goods ordered, and Esseco accepts the delivery, a pro rata adjustment shall be made to the invoice for the Goods.

- 4.6 The Supplier shall not deliver the Goods in instalments without Esseco's prior written consent. Where it is agreed that the Goods are delivered by instalments, they may be invoiced and paid for separately. However, failure by the Supplier to deliver any one instalment on time or at all or any defect in an instalment shall entitle Esseco to the remedies set out in Clause 6.1.
- 4.7 Title and risk in the Goods shall pass to Esseco on completion of delivery in accordance with Clause 4.2 (wherever this takes place).

5. **SUPPLY OF SERVICES**

- 5.1 The Supplier shall from the date set out in the Order and for the duration of this Contract provide the Services to Esseco in accordance with the terms of the Contract.
- 5.2 The Supplier shall meet any performance dates for the Services specified in the Order or notified to the Supplier by Esseco.
- 5.3 In providing the Services, the Supplier shall:
 - 5.3.1 co-operate with Esseco in all matters relating to the Services, and comply with all instructions of Esseco;
 - 5.3.2 perform the Services with the best care, skill and diligence in accordance with best practice in the Supplier's industry, profession or trade and the Services shall be performed in accordance with applicable law, permits and good engineering practice;
 - 5.3.3 use personnel who are suitably skilled and experienced to perform tasks assigned to them, and in sufficient number to ensure that the Supplier's obligations are fulfilled in accordance with this Contract;
 - 5.3.4 ensure that the Services and Deliverables will conform with all descriptions and specifications set out in the Service Specification, and that the Deliverables shall be fit for any purpose expressly or impliedly made known to the Supplier by Esseco;

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- 5.3.5 provide all equipment, tools and vehicles and such other items as are required to provide the Services;
 - 5.3.6 use the best quality goods, materials, standards and techniques, and ensure that the Deliverables, and all goods and materials supplied and used in the Services or transferred to Esseco, will be free from defects in workmanship, installation and design;
 - 5.3.7 obtain and at all times maintain all necessary licences and consents, and comply with all applicable laws and regulations;
 - 5.3.8 observe all health and safety rules and regulations and any other security requirements that apply at any of Esseco's premises;
 - 5.3.9 hold all materials, equipment and tools, drawings, specifications and data supplied by Esseco to the Supplier ("**Esseco Materials**") in safe custody at its own risk, maintain Esseco Materials in good condition until returned to Esseco, and not dispose or use Esseco Materials other than in accordance with Esseco's written instructions or authorisation; and
 - 5.3.10 comply with all applicable laws, regulations, regulatory policies, guidelines and industry codes which may apply to the provision of the services and not do or omit to do anything which may cause Esseco to lose any licence, authority, consent or permission upon which it relies for the purposes of conducting its business, and the Supplier acknowledges that Esseco may rely or act on the Services.
- 5.4 Esseco may reject any Services provided without an Order number.
6. **ESSECO REMEDIES**
- 6.1 If the Supplier fails to deliver the Goods and/or perform the Services by the applicable date, Esseco shall, without limiting its other rights or remedies, have one or more of the following rights:
- 6.1.1 to terminate the Contract with immediate effect by giving written notice to the Supplier;
 - 6.1.2 to refuse to accept any subsequent performance of the Services and/or delivery of the Goods which the Supplier attempts to make;
 - 6.1.3 to recover from the Supplier any costs incurred by Esseco in obtaining substitute goods and/or services from a third party;
 - 6.1.4 where Esseco has paid in advance for Services that have not been provided by the Supplier and/or Goods which have not been delivered by the Supplier, to have such sums refunded by the Supplier; and
 - 6.1.5 to claim damages for any additional costs, loss or expenses incurred by Esseco which are in any way attributable to the Supplier's failure to meet such dates.
- 6.2 Where an Order provides for liquidated damages if the Goods are not delivered by the applicable date, Esseco may, at its option, claim or deduct such percentage of the price of the Goods for each week's delay in delivery by way of liquidated damages, up to such maximum percentage of the total price of the Goods, (as are both set out in the Order). Esseco's exercise of its rights under this Clause 6.2 shall be without prejudice to any other remedy it may have.
- 6.3 If the Supplier has delivered Goods that do not comply with the undertakings set out in Clause 3.1, then, without limiting its other rights or remedies, Esseco shall have one or more of the following rights, whether or not it has accepted the Goods:
- 6.3.1 to reject the Goods (in whole or in part) whether or not title has passed and to return them to the Supplier at the Supplier's own risk and expense;

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- 6.3.2 to terminate the Contract with immediate effect by giving written notice to the Supplier;
 - 6.3.3 to require the Supplier to repair or replace the rejected Goods, or to provide a full refund of the price of the rejected Goods (if paid);
 - 6.3.4 to refuse to accept any subsequent delivery of the Goods which the Supplier attempts to make;
 - 6.3.5 to recover from the Supplier any expenditure incurred by Esseco in obtaining substitute goods from a third party; and
 - 6.3.6 to claim damages for any additional costs, loss or expenses incurred by Esseco arising from the Supplier's failure to supply Goods in accordance with Clause 3.1.
- 6.4 These Conditions shall extend to any substituted or remedial services and/or repaired or replacement goods supplied by the Supplier.
- 6.5 Esseco's rights under this Contract are in addition to its rights and remedies implied by statute and common law.

7. ESSECO'S OBLIGATIONS

Esseco shall:

- 7.1.1 provide the Supplier with reasonable access at reasonable times to Esseco's premises for the purpose of providing the Services; and
- 7.1.2 provide such information as the Supplier may reasonably request for the provision of the Services and Esseco considers reasonably necessary for the purpose of providing the Services.

8. CHARGES AND PAYMENT

- 8.1 The price for the Goods:
- 8.1.1 shall be the price set out in the Order.
 - 8.1.2 shall be inclusive of the costs of packaging, insurance and carriage of the Goods, unless otherwise agreed in writing by Esseco. No extra charges shall be effective unless agreed in writing and signed by Esseco.
- 8.2 The charges for the Services shall be set out in the Order, and shall be the full and exclusive remuneration of the Supplier in respect of the performance of the Services. Unless otherwise agreed in writing by Esseco, the charges shall include every cost and expense of the Supplier directly or indirectly incurred in connection with the performance of the Services.
- 8.3 In respect of Goods, the Supplier shall invoice Esseco on or at any time after completion of delivery. In respect of Services, the Supplier shall invoice Esseco on completion of the Services. Each invoice shall include such supporting information required by Esseco to verify the accuracy of the invoice, including but not limited to the relevant purchase order number.
- 8.4 In consideration of the supply of Goods and/or Services by the Supplier, Esseco shall pay the invoiced amounts in accordance with the payment terms indicated in the Order, or if no such terms are indicated in the Order, within 60 days of the date of a correctly rendered invoice to a bank account nominated in writing by the Supplier.
- 8.5 All amounts payable by Esseco under the Contract are exclusive of amounts in respect of valued added tax chargeable from time to time ("**VAT**").

- 8.6 If Esseco fails to pay any amount properly due and payable by it under the Contract, the Supplier shall have the right to charge interest on the overdue amount at the rate of 2 per cent per annum above the base rate for the time being of Bank of England's base rate accruing on a daily basis from the due date up to the date of actual payment, whether before or after judgment. This clause shall not apply to payments that Esseco disputes in good faith.
- 8.7 The Supplier shall maintain complete and accurate records of the time spent and materials used by the Supplier in providing the Services, and the Supplier shall allow Esseco to inspect such records at all reasonable times on request.
- 8.8 Esseco may, without limiting its other rights or remedies, set off any amount owing to it by the Supplier against any amount payable by Esseco to the Supplier under the Contract.

9. **INTELLECTUAL PROPERTY RIGHTS**

- 9.1 In respect of off the shelf Goods and any goods that are transferred to Esseco as part of the Services under this Contract, including without limitation the Deliverables or any part of them, the Supplier warrants that it has full clear and unencumbered title to all such items, and that at the date of delivery of such items to Esseco, it will have full and unrestricted rights to sell and transfer all such items to Esseco.
- 9.2 The Supplier assigns to Esseco, with full title guarantee and free from all third party rights, all Intellectual Property Rights in the products of the Services, including for the avoidance of doubt the Deliverables.
- 9.3 The Supplier shall obtain waivers of all moral rights in the products, including for the avoidance of doubt the Deliverables, of the Services to which any individual is now or may be at any future time entitled under Chapter IV of Part I of the Copyright Designs and Patents Act 1988 or any similar provisions of law in any jurisdiction.
- 9.4 The Supplier shall, promptly at Esseco's request, do (or procure to be done) all such further acts and things and the execution of all such other documents as Esseco may from time to time require for the purpose of securing for Esseco the full benefit of the Contract, including all right, title and interest in and to the Intellectual Property Rights assigned to Esseco in accordance with Clause 9.2.
- 9.5 All Esseco Materials are the exclusive property of Esseco.

10. **INDEMNITY**

- 10.1 The Supplier shall keep Esseco indemnified in full against all costs, expenses, damages and losses (whether direct or indirect), including any interest, fines, legal and other professional fees and expenses awarded against or incurred or paid by Esseco as a result of or in connection with:
- 10.1.1 any claim made against Esseco by a third party for death, personal injury or damage to property arising out of, or in connection with, defects in Goods, to the extent that the defect in the Goods is attributable to the acts or omissions of the Supplier, its employees, agents or subcontractors;
- 10.1.2 any claim made against Esseco by a third party arising out of, or in connection with, the supply of the Goods or Services, to the extent that such claim arises out of the breach, negligent performance or failure or delay in performance of the Contract by the Supplier, its employees, agents or subcontractors; and
- 10.1.3 any claim made against Esseco for actual or alleged infringement of a third party's Intellectual Property Rights arising out of, or in connection with, the manufacture, supply or use of the Goods, or receipt, use or supply of the Services.
- 10.2 For the duration of the Contract and for a period of no less than 12 months thereafter, the Supplier shall maintain in force, with a reputable insurance company, professional indemnity insurance,

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product liability insurance and public liability insurance to cover the liabilities that may arise under or in connection with the Contract and shall, on Esseco's request, produce both the insurance certificate giving details of cover and the receipt for the current year's premium in respect of each insurance.

10.3 This Clause 10 shall survive termination of the Contract.

11. CONFIDENTIALITY

11.1 Each party undertakes that it shall not at any time or at any time during the Contract and for a period of ten years after termination of the Contract, disclose to any person any confidential information concerning the business, affairs, the Customer's clients or suppliers of the other party.

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

(a) to its or its Affiliates' 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 or its Affiliates' employees, officers, representatives, subcontractors or advisers to whom it discloses the other party's confidential information must comply with this clause 11; and

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

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

12. TERMINATION

12.1 Without limiting its other rights or remedies, Esseco may terminate the Contract with immediate effect by giving written notice to the Supplier if:

12.1.1 the Supplier commits a material or persistent breach of the Contract and (if such a breach is remediable) fails to remedy that breach within 14 days of receipt of notice in writing of the breach;

12.1.2 the Supplier commits a series of persistent minor breaches which when taken together amount to a material breach; and/or

12.1.3 if any encumbrancer takes possession of or a receiver, administrative receiver or similar officer is appointed over any of the property or assets of the Supplier or if the Supplier makes any voluntary arrangement with its creditors or becomes subject to an administration order or has an administrator appointed or goes into liquidation or has a resolution for its winding-up passed (except for the purpose of amalgamation or reconstruction not involving insolvency where the resulting entity agrees to be bound by or assumes the obligations imposed on the other party) or anything analogous to any of these events under the law of any jurisdiction occurs in relation to the Supplier or if the Supplier ceases or threatens to cease to carry on all or a substantial part of its business.

12.2 Without limiting its other rights or remedies, Esseco may terminate the Contract:

12.2.1 in respect of the supply of Services, by giving the Supplier 1 week's written notice; and

12.2.2 in respect of the supply of Goods, with immediate effect by giving written notice to the Supplier, in which case Esseco shall pay the Supplier fair and reasonable compensation for any work in progress on any other Goods at the date of termination but such compensation shall not include loss of anticipated profits or any consequential loss.

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12.3 In any of the circumstances in these Conditions in which Esseco may terminate the Contract, where both Goods and Services are supplied, Esseco may instead terminate part of the Contract in respect of the Goods, or in respect of the Services, and the Contract shall continue in respect of the remaining supply.

13. CONSEQUENCES OF TERMINATION

On termination of the Contract or any part of it for any reason:

13.1.1 where the Services are terminated, the Supplier shall immediately deliver to Esseco all Deliverables, whether or not then complete, and return all Esseco Materials. If the Supplier fails to do so, then Esseco may without limiting its other rights or remedies enter the Supplier's premises and take possession of them. Until they have been returned or delivered, the Supplier shall be solely responsible for their safe keeping and will not use them for any purpose not connected with this Contract;

13.1.2 the accrued rights and remedies of the parties as at termination shall not be affected, including the right to claim damages in respect of any breach of the Contract which existed at or before the date of termination; and

13.1.3 clauses which expressly or by implication have effect after termination shall continue in full force and effect.

14. 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 it if such delay or failure results from events, circumstances or causes beyond its reasonable control (Event of Force Majeure). If the period of delay or non-performance continues for 3 weeks, the party not affected may terminate this agreement by giving 7 days' written notice to the affected party.

An Event of Force Majeure shall not include a Brexit trigger event, meaning any of the following events if caused by Brexit or any discussions, proposals, negotiations or any other steps taken by UK Government or a body in any other jurisdiction in anticipation of or related to preparation for

- I. Change in the Law,
- II. in any jurisdiction, the imposition of, or a change to, a duty, tax or levy imposed on imports and exports
- III. any labour or trade disputes, strikes, industrial action or lockouts
- IV. epidemics or pandemics
- V. non-performance by suppliers or sub-contractors, and
- VI. currency fluctuations of any kind

15. GENERAL

15.1 The Supplier shall not assign, transfer, charge, subcontract or deal in any other manner with all or any of its rights or obligations under the Contract without the prior written consent of Esseco. Esseco may at any time assign, transfer, charge, subcontract, or deal in any other manner with all or any of its rights under the Contract and may subcontract or delegate in any manner any or all of its obligations under the Contract to any third party or agent.

15.2 Any notice or other communication required to be given to a party under or in connection with this Contract shall be in writing and shall be delivered to the other party personally or sent by prepaid first-class post, recorded delivery or by commercial courier, at its registered office (if a company) or

- (in any other case) its principal place of business, or sent by fax to the other party's main fax number. For the purposes of this clause, "writing" shall not include e-mails and for the avoidance of doubt notice given under this Contract shall not be validly served if sent by e-mail.
- 15.3 Any notice or communication shall be deemed to have been duly received if delivered personally, when left at the address referred to above or, if sent by prepaid first-class post or recorded delivery, at 9.00 am on the second Business Day after posting, or if delivered by commercial courier, on the date and at the time that the courier's delivery receipt is signed, or if sent by fax, on the next Business Day after transmission.
- 15.4 Clauses 15.2 to 15.4 shall not apply to the service of any proceedings or other documents in any legal action.
- 15.5 Notwithstanding Clauses 15.2 to 15.4, where the Supplier's registered office is outside of England and Wales, the Supplier shall appoint an agent to receive on its behalf in England or Wales service of any proceedings in connection with this Contract and the Supplier shall inform Esseco of the identity of such agent. Such service shall be deemed completed on delivery to such agent (whether or not it is forwarded to and received by the Supplier) and shall be valid. If for any reason the Supplier fails to appoint an agent or if its appointed agent ceases to be able to act as agent or no longer has an address in England or Wales, Esseco may appoint, at the Supplier's cost, another agent for this purpose in any such manner as it sees fit in its sole and absolute discretion.
- 15.6 A waiver of any right under the Contract is only effective if it is in writing and shall not be deemed to be a waiver of any subsequent breach or default. No failure or delay by a party in exercising any right or remedy under the Contract or by law shall constitute a waiver of that or any other right or remedy, nor preclude or restrict its further exercise. No single or partial exercise of such right or remedy shall preclude or restrict the further exercise of that or any other right or remedy. Unless specifically provided otherwise, rights arising under the Contract are cumulative and do not exclude rights provided by law.
- 15.7 If a court or any other competent authority finds that any provision (or part of any provision) of the Contract is invalid, illegal or unenforceable, that provision or part-provision shall, to the extent required, be deemed deleted, and the validity and enforceability of the other provisions of the Contract shall not be affected. If any invalid, unenforceable or illegal provision of the Contract would be valid, enforceable and legal if some part of it were deleted, the provision shall apply with the minimum modification necessary to make it legal, valid and enforceable.
- 15.8 Nothing in the Contract is intended to, or shall be deemed to, constitute a partnership or joint venture of any kind between any of the parties, nor constitute any party the agent of another party for any purpose. No party shall have authority to act as agent for, or to bind, the other party in any way.
- 15.9 Both parties agree that all personnel engaged by each party shall remain at all times employees of that party. Esseco shall not be obliged to employ any of the Supplier's employees (or any employees of a third party contractor appointed by the Supplier) as a result of or in connection with the Contract or the provision of the Services (or their termination), and the Supplier agrees to indemnify Esseco against any costs, liabilities and expenses incurred by Esseco as a result of any claim (including for dismissal) or demand of any nature by such employee against Esseco.
- 15.10 A person who is not a party to the Contract shall not have any rights under or in connection with it.
- 15.11 Data Protection Legislation means the General Data Protection Regulation ((EU) 2016/679) (GDPR) and the Data Protection Act 2018 (DPA) and any other relevant national implementing laws, regulations and secondary legislation, as amended or updated from time to time, and any successor legislation the GDPR or the DPA. Both parties will comply with the applicable requirements of the GDPR or the DPA legislation

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- 15.12 Any variation, including any additional terms and conditions, to the Contract shall only be binding when agreed in writing and signed by Esseco.
- 15.13 The Contract, and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims), shall be governed by, and construed in accordance with, English law, and the parties irrevocably submit to the exclusive jurisdiction of the courts of England and Wales.