



STANDARD TERMS FOR THE PURCHASE OF GOODS AND SERVICES

July 2019 (Revised January 2024)

1. INTERPRETATION

1.1. Definitions. In these Conditions, the following definitions apply:

Business Day:	a day other than a Saturday, Sunday or public holiday in England when clearing banks in London are generally open for business.
Conditions:	these terms and conditions set out within this document and as amended from time to time in accordance with clause 22.10.
Contract:	the contract between the Port and the Supplier for the purchase of Goods and/or Services in accordance with these Conditions as supplemented by any Special Conditions.
Control	has the meaning given in section 1124 of the Corporation Tax Act 2010, and the expression "change of Control" shall be construed accordingly;
Data Protection Legislation:	means the UK GDPR, the Data Protection 2018 (DPA 2018), the Privacy and Electronic Communications (EC Directive) Regulations 2003 (2003 No. 2426)) and any applicable UK legislation that modifies, implements or applies it, and "controller", "data subject", "Personal Data" and "processor" each have the meaning set out in the Data Protection Legislation.
Deliverables:	all documents, products and materials developed by the Supplier or its agents, contractors and employees as part of or in relation to the Goods and/or Services in any form or media, including without limitation drawings, maps, plans, diagrams, designs, pictures, computer programs, data, specifications and reports (including drafts).
"Force Majeure Event"	means any event which prevents or delays the performance by a party of its obligations under the Contract arising from acts, events, omissions or non-events beyond its reasonable control, including but not limited to acts of God, riots, pandemic, war, acts of terrorism, fire, flood, storm or earthquake and any disaster, any labour, trade or industrial dispute or action, strikes and lockouts. For the avoidance of doubt it is agreed that failure, delay or non-performance of a party's subcontractors or suppliers will not be a Force Majeure Event, and neither will the United Kingdom leaving the European Union (with or without any withdrawal or trade deal) and any regulatory changes or disruption that might result therefrom;
Goods:	the Goods (including any part or parts of them), including goods required to be delivered in performance of Services and Goods returned to the

Supplier for repair, as set out in the Contract, Purchase Order or Tender.

Insolvency Event

in relation to a party, means:

- the party suspends, or threatens to suspend, payment of its debts or is unable to pay its debts as they fall due or admits inability to pay its debts or (being a company) is deemed unable to pay its debts within the meaning of section 123 of the Insolvency Act 1986 or (being an individual) is deemed either unable to pay its debts or as having no reasonable prospect of so doing, in either case, within the meaning of section 268 of the Insolvency Act 1986 or (being a partnership) has any partner to whom any of the foregoing apply;
- the party commences negotiations with all or any class of its creditors with a view to rescheduling any of its debts, or makes a proposal for or enters into any compromise or arrangement with its creditors other than (where a company) for the sole purpose of a scheme for a solvent amalgamation of the party with one or more other companies or the solvent reconstruction of the party;
- a petition is filed, a notice is given, a resolution is passed, or an order is made, for or in connection with the winding up of the party (being a company) other than for the sole purpose of a scheme for a solvent amalgamation of the party with one or more other companies or the solvent reconstruction of the party;
- the party (being an individual) is the subject of a bankruptcy petition order;
- a creditor or encumbrancer of the party attaches or takes possession of, or a distress, execution, sequestration or other such process is levied or enforced on or sued against, the whole or any part of its assets and such attachment or process is not discharged within 14 days;
- an application is made to court, or an order is made, for the appointment of an administrator or if a notice of intention to appoint an administrator is given or if an administrator is appointed over the party (being a company);
- a floating charge holder over the assets of the party (being a company) has become entitled to appoint or has appointed an administrative receiver;
- a person becomes entitled to appoint a receiver over the assets of the Supplier or a receiver is appointed over the assets of the Supplier; and/or
- any event occurs, or proceeding is taken, with respect to the Supplier in any jurisdiction to which it is subject that has an effect equivalent or similar to any of the events mentioned in above.

Intellectual Property Rights:

all patents, rights to inventions, utility models, copyright and related rights, trademarks, 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.

Mandatory Policies:

means the Port's policies as follows:

- Anti-bribery Policy;
- Data Protection Policy;
- Fraud Policy;
- Privacy Policy;
- Substance Misuse Policy; and
- Modern Slavery Policy,

together with any additional policy specified in the Purchase Order. The Supplier warrants that it has been provided with a copy each such policy before the commencement of the Contract.

Port:

Port of Tyne Authority a trust port of Maritime House, Tyne Dock, South Shields, NE34 9PT.

Port Materials:

has the meaning set out in clause 4.1.10.

Port's Services Manager:

means the person identified as such in the Purchase Order (or as may be updated or replaced from time to time by the Port by written notice), or if no person is specified, the Port's Group Procurement Manager (or equivalent role) from time to time.

Purchase Order:

the Port's Purchase Order, used by the Port to enter into an agreement to purchase Goods and/or Services.

Relief Event:

has the meaning given in clause 4.11.

Relief Notice:

has the meaning given in clause 4.11.

Service Credits

the sums attributable to a Service Failure as specified in the Purchase Order;

Service Failure

a failure by the Supplier to deliver any part of the Services in accordance with the Service Levels.

Service Levels

the performance standards to which the Services are to be provided, as specified in the Purchase Order, or

if none are specified in the Purchase Order, as reasonably specified by the Port from time to time.

Services:

means the services specified in the Purchase Order or Tender and any services, functions or obligations which are related to, ancillary to, necessary for the performance of, or would ordinarily be implied as included within the scope of the services described in the Purchase Order or Tender;

Special Conditions:

means those additional or different terms and conditions of performance specified in the Purchase Order and identified as "Special Conditions".

Specification:

the specification and requirements for any Goods and/or Services including any related plans and drawings, attached or referred to in the Contract, Purchase Order or Tender. Where the specification is not clear from the Contract, Purchase Order or Tender, it may be reasonably specified by the Port.

Supplier:

the person, firm or company identified on the Contract or Purchase Order as the provider of Goods and/or Services.

Supplier's Services Manager:

means the person identified as such in the Purchase Order (as updated by the Supplier from time to time by notice in writing, provided that the Port must consent to any proposed change to the Supplier Services Manager), or if none is identified, the Supplier's main managerial contact in relation to the Contract;

Tender:

the Port's invitation to tender and the Suppliers response to the invitation to tender for the supply for Goods and/or Services pursuant to the Contract and any additional or supporting documentation.

UK GDPR

as defined in s3(10) of the DPA 2018, supplemented by s205(4).

1.2. Construction. 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 or regulation 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 Purchase Order constitutes an offer by the Port to purchase Goods and/or Services from the Supplier in accordance with these Conditions.
- 2.2. These Conditions, together with any applicable Special 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.
- 2.3. In the event of any inconsistency or conflict between the terms of these Conditions and the Special Conditions, the Special Conditions shall prevail over these Conditions.
- 2.4. The Purchase Order shall be deemed to be accepted on the earlier of:
 - 2.4.1. the Supplier issuing written acceptance of the Purchase Order; or
 - 2.4.2. any act by the Supplier consistent with fulfilling the Purchase Order,
- 2.5. All of these Conditions shall apply to the supply of both Goods and/or Services except where the application to one or the other is specified.

3. **THIS CLAUSE IS INTENTIONALLY LEFT BLANK**

4. **WARRANTIES**

- 4.1. The Supplier warrants to the Port that the Goods and any consumables or equipment provided as part of the Service shall:
 - 4.1.1. be of satisfactory quality within the meaning of the Sale of Goods Act 1979 and fit for purpose as required by the Specification or held out by the Supplier or made known to the Supplier by the Port, expressly or by implication, and in this respect the Port relies on the Supplier's skill and judgment;
 - 4.1.2. be of the best available design, of the best quality, standards and techniques, and ensure that the Deliverables, and all Goods and materials supplied and used in the Services or transferred to the Port, will be free from defects in workmanship, installation and design (including latent defect);
 - 4.1.3. correspond with the relevant description and the Specification;
 - 4.1.4. not be changed without prior written consent of the Port;
 - 4.1.5. be free from defects in design, materials and workmanship and remain so for 12 months after delivery;
 - 4.1.6. comply with all applicable statutory and regulatory requirements relating to their manufacture, labelling, packaging, storage, handling and delivery;
 - 4.1.7. where perishable or subject to deterioration, will have a good shelf-life at the point of delivery;
 - 4.1.8. be accompanied by all necessary and appropriate information, documentation, warnings and instructions in relation to the safe use, handling, storage, operation, transportation and disposal
 - 4.1.9. be properly packed and secured in such manner as to enable them to reach their destination in good condition;

- 4.1.10. when delivered, be accompanied by a delivery note which shows the date of the Purchase Order, the Purchase Order number (if any), the type and quantity of the Goods or other consumable or equipment (including the OEM and/or Port of Tyne 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;
- 4.2. The Supplier warrants to the Port that that it is fully qualified, experienced and equipped to perform its obligations under the Contract, and warrants to the extent Services are provided they shall be performed:
 - 4.2.1. by a sufficient number of appropriately qualified, trained and experienced personnel;
 - 4.2.2. with the best care, skill and diligence in accordance with best practice in the Supplier's industry, profession or trade;
 - 4.2.3. in accordance with the Contract, Purchase Order any Tender and the Specification;
 - 4.2.4. including any associated Goods, equipment, tools and vehicles and such other items as are required to provide the Services;
 - 4.2.5. to the reasonable satisfaction of the Port
- 4.3. The Supplier warrants that it shall at all times and at the Supplier's own expense in relation to the performance of its obligations under the Contract:
 - 4.3.1. maintain all licences, permissions, authorisations, consents and permits that it needs;
 - 4.3.2. ensure that any designs created do not infringe the copyright or intellectual property of any third party.
 - 4.3.3. co-operate with the Port, and comply with all instructions of the Port;
 - 4.3.4. provide all equipment and consumables necessary for the performance of its obligations (save where the Contract expressly provides that the Port will provide something);
 - 4.3.5. comply with all applicable laws, regulations, regulatory policies, guidance and industry codes which may apply to the provision of the Goods and/or Services;
 - 4.3.6. observe all health and safety rules and regulations, the Port's own byelaws and any other security requirements that apply at any of the Port's premises; and
 - 4.3.7. not do or omit to do anything which may cause the Port to lose any licence, authority, consent or permission upon which it relies for the purposes of conducting its business.
- 4.4. The Supplier acknowledges that the Port has relied on the qualitative statements and testimonies in the Supplier's response to the Port's Tender in selecting the Supplier, and warrants that such Tender submission was accurate in all respects, complete and not misleading.
- 4.5. The Supplier acknowledges that the Port may rely or act on the Services.
- 5. **PERFORMANCE**
- 5.1. The Supplier shall ensure that:
 - 5.1.1. they provide the Goods and/or Services to the Port in accordance with the terms of the Contract;

- 5.1.2. they meet any performance dates for the Goods and/or Services specified in the Contract and/or Purchase Order or notified to the Supplier by the Port;
- 5.1.3. the Goods and/or Services and Deliverables will conform with all descriptions and specifications set out in the Specification, and that the Deliverables shall be fit for purpose expressly or impliedly made known to the Supplier by the Port;
- 5.1.4. Goods are delivered on the date (and where applicable at the time) specified in the Contract and/or Purchase Order or, if no such date is specified, then the Goods shall be delivered on a date and at a time reasonably specified by the Port thereafter, or otherwise within a reasonable period and between 09:00 - 17:00 on a normal Business Day in England;
- 5.1.5. Services shall be performed on the date and at a time specified in the Contract and/or Purchase Order or, if no such date is specified, on the date and at the time reasonably specified by the Port thereafter, or otherwise within a reasonable period of the date of the Contract and/or Purchase Order and between 09:00 - 17:00 on a normal Business Day in England. Save where the Services are of a recurring or periodic nature, unless otherwise specified the Contract and/or Purchase Order, or otherwise agreed by the Port in writing, any date for the performance of the Services shall be deemed to be the date on which the Services should be both commenced and completed;
- 5.1.6. Goods are delivered to the Port's premises which is generally General Stores, Riverside Quay, Tyne Dock, South Shields, NE33 5SP or such other location as is set out in the Purchase Order or as instructed by the Port before delivery (Delivery Location);
- 5.1.7. time of delivery of the Goods and/or performance of the Services shall be of the essence. Failure to deliver the Goods and/or perform the Services within the time specified in the Contract shall entitle the Port to the remedies set out in clause 6.2;
- 5.1.8. where the Supplier requires the Port to return any packaging material to the Supplier, that fact is clearly stated on the delivery note. Any such packaging material shall only be returned to the Supplier at the cost of the Supplier, irrespective of any reimbursements to which the Port may be entitled;
- 5.1.9. they obtain the Port's written approval of any artwork for designed Goods and/or Services prior to commencing any work;
- 5.1.10. they hold all Goods, materials, equipment and tools, drawings, specifications and data supplied by the Port to the Supplier (**Port Materials**) in safe custody, at its own risk, maintain the Port Materials in good condition until returned to the Port, and not dispose or use the Port Materials other than in accordance with the Port's written instructions or authorisation; and
- 5.1.11. where the Supplier arranges to have the Port Materials transported to the Delivery Location or to the premises of a third party nominated by the Port or the Supplier the Supplier shall do so at its own risk.
- 5.2. The Port shall:
 - 5.2.1. provide the Supplier with reasonable access at reasonable times to the Port's premises for the purpose of providing the Services and/or delivering the Goods; and
 - 5.2.2. provide such information as the Supplier may reasonably request for the provision of the Goods and/or Services and the Port considers reasonably necessary for the purpose of providing the Goods and/or Services;

- 5.3. The Port may inspect and test the Goods at any time before delivery and if following such inspection or testing the Port considers that the Goods do not conform or are unlikely to comply with the Supplier's warranties at clause 3.1, the Port shall inform the Supplier and the Supplier shall immediately take such remedial action as is necessary to ensure compliance. For the avoidance of doubt, this action shall be in conjunction with clause 6.4.
- 5.4. Notwithstanding any such inspection or testing in accordance with clause 4.3, 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 the Port shall have the right to conduct further inspections and tests after the Supplier has carried out its remedial actions.
- 5.5. Unless so stated in the Contract the Supplier shall not deliver the Goods in instalments without the Port's prior written consent. Where it is agreed that the Goods are delivered in instalments, each instalment may be invoiced 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 the Port to the remedies set out in clause 6.2 in respect of all of the Goods to be supplied under the Contract.
- 5.6. Where Goods are delivered by quantity or weight if the Supplier delivers +/- 5% of the quantity of Goods ordered, the Port may at its sole discretion reject the Goods and/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 the Port accepts the delivery, a pro-rata adjustment shall be made to the price for the Goods.
- 5.7. The Supplier shall inform the Port immediately on becoming aware of any material matter that could adversely affect the Port's use or enjoyment of the Goods or Services.
- 5.8. Nothing in this Contract shall compel the Port to give access to any of its sites or properties to the Supplier's staff, officers or agents, and any such access shall be at the Port's discretion subject to the Port's security and safety policies and procedures from time to time. All personnel at the Port's premises from time to time shall immediately comply with the Port's instructions as regards safety and security. The Port may without notice and without liability to the Supplier deny entry to its premises to any person, or require any person on site to leave immediately.
- 5.9. The Port reserves the right to require any Supplier personnel performing Services and/or delivering or installing Goods on the site to undergo random alcohol and/or drugs tests inline with its then current substance misuse policy which shall be made available on request and the Supplier shall procure that such personnel shall co-operate with the performance of such tests.
- 5.10. The Supplier shall procure that the Supplier's Services Manager is available on reasonable notice to answer the Port's queries in relation to the Contract and shall on request and at the Supplier's own cost meet with the Port's Services Manager to discuss the Contract.
- 5.11. If the Supplier becomes aware that it will be, or is likely to be, prevented or delayed from performing the Services or delivering the Goods as a direct consequence of the default by the Port in providing any other input or action which the Contract expressly requires it to provide, (a "**Relief Event**"), then the Supplier must immediately give the Port's Services Manager written notice (a "**Relief Notice**") of the occurrence of the Relief Event, its likely impact on the Services and the measures which the Supplier is taking to mitigate the Relief Event or to continue the performance of the Services and/or the delivery of the Goods notwithstanding the Relief Event.
- 5.12. If the Relief Event directly prevents the Supplier from performing the Services or delivering the Goods, then dependent upon:
 - 5.12.1. the Supplier having served a Relief Notice in accordance with clause 4.11; and
 - 5.12.2. the Supplier using its best endeavours to perform the Services and/or Deliver the Goods in accordance with this agreement notwithstanding the Relief Event,

the Supplier will be released of its obligations to perform the relevant part of the Services and/or to deliver the Goods for the duration of the Relief Event. The Supplier will not, other than in the circumstances and to the extent set out in this clause 4.12, be relieved from its obligation to perform the Services by an alleged failure or default of the Port.

6. SERVICE LEVELS

- 6.1. The Supplier shall ensure that the Services are performed so as to meet or exceed the Service Levels at all times.
- 6.2. The Supplier shall provide the Port with a weekly report in writing detailing its performance in respect of each of the Service Levels, such report to be provided within not more than five (5) Business Days of the end of the month in question. If the Supplier fails to provide a report as required by this clause, it will be deemed to have failed the applicable Service Levels.
- 6.3. If there is a Service Failure, the Supplier shall:
 - 6.3.1. notify the Port immediately of the Service Failure;
 - 6.3.2. where possible, promptly remediate the Service Failure and inform the Port of the steps taken to do so; and
 - 6.3.3. deploy all additional resources and take all remedial action that is necessary to rectify or to prevent the Service Failure from recurring.
- 6.4. Where there has been a Service Failure, the Supplier shall automatically credit the Port with the applicable Service Credits (if they are specified as applicable in the Purchase Order). Where applicable, Service Credits shall either be shown as a deduction from the amount due from the Port to the Supplier in the next invoice then due to be issued under this agreement, or (if no more invoices are due to be issued) the Supplier shall issue a credit note against a previous invoice and the amount for the Service Credits shall be repayable by the Supplier immediately.
- 6.5. The parties agree that the Service Credits, where applicable, are a price adjustment to reflect the reduced level of service performed by the Supplier and are not an estimate of the loss or damage that may be suffered by the Port as a result of a Service Failure. The payment of a Service Credit will be without prejudice to the Port's other rights and remedies.

7. CONSEQUENCES OF DEFAULT

- 7.1. Without prejudice to the Port's other rights under this Contract or otherwise if:
 - 7.1.1. the Supplier breaches any of the warranties set out in clause 3; or
 - 7.1.2. the Supplier breaches any other provision of the Contract; or
 - 7.1.3. or any of the Goods and/or Services otherwise fail to comply with the provisions of the Contract,

the Port may avail itself of any one or more of the remedies set out in clause 6.2 at its discretion, whether or not any part of the Goods and/or Services have been accepted by the Port.
- 7.2. The remedies available to the Port following the occurrence of one, or more of the events referred to in clause 6.1 are:
 - 7.2.1. to terminate the Contract with immediate effect by giving written notice to the Supplier;
 - 7.2.2. to refuse to accept any subsequent performance of the Services and/or delivery of the Goods which the Supplier attempts to make;

- 7.2.3. to recover from the Supplier any costs incurred by the Port in obtaining substitute goods and/or services from a third party;
- 7.2.4. where the Port 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 / or
- 7.2.5. to claim damages for any additional costs, loss or expenses incurred by the Port which are in any way attributable to the Supplier's failure to meet such dates.
- 7.3. The Supplier agrees that damages arising from clause 6.2.3 to 6.2.5 may be inadequate and the Port shall have the right to seek injunctive relief from the courts if appropriate.
- 7.4. If the Supplier has delivered Goods that do not comply with an of the warranties set out in clauses 3.1, 3.3 and/or 4.1 then, without limiting its other rights or remedies, the Port shall inform the Supplier of the non-conformity of the Goods and the Port shall have one or more of the following rights, whether or not it has accepted the Goods:
 - 7.4.1. 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;
 - 7.4.2. to terminate the Contract with immediate effect by giving written notice to the Supplier;
 - 7.4.3. 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);
 - 7.4.4. to refuse to accept any subsequent delivery of the Goods which the Supplier attempts to make;
 - 7.4.5. to recover from the Supplier any expenditure incurred by the Port in obtaining substitute goods from a third party; and / or
 - 7.4.6. to claim damages for any additional costs, loss or expenses incurred by the Port arising from the Supplier's failure to supply Goods in accordance with clauses 3.1, 3.3 and/or 4.1.
- 7.5. If the Supplier has supplied Services that do not comply with the requirements of clauses 3.2, 3.3 and/or 4.1 then, without limiting its other rights or remedies, the Port shall inform the Supplier of the non-conformity of the Services and the Port shall have one or more of the following rights, whether or not it has accepted performance of the Services or any part of them:
 - 7.5.1. to terminate the Contract with immediate effect by giving written notice to the Supplier;
 - 7.5.2. to return the Deliverables to the Supplier at the Supplier's own risk and expense;
 - 7.5.3. to require the Supplier to provide repeat performance of the Services, or to provide a full refund of the price paid for the Services (if paid);
 - 7.5.4. to refuse to accept any subsequent performance of the Services which the Supplier attempts to make;
 - 7.5.5. to recover from the Supplier any expenditure incurred by the Port in obtaining substitute services or deliverables from a third party; and / or
 - 7.5.6. to claim damages for any additional costs, loss or expenses incurred by the Port arising from the Supplier's failure to comply with clause 3.2, 3.3 or 4.1.
- 7.6. Without prejudice to the generality of the foregoing, where the Supplier:

- 7.6.1. fails to deliver the Goods on the date for delivery as determined in accordance with clause 4.1.4; or
- 7.6.2. fails to perform the Services (or where applicable, complete the Services) on the date determined in accordance with clause 4.1.5

then the Port will be entitled to reduce the price for the Goods and/or the charges for the Services (as applicable) by five per cent (5%) (or such other amount as specified in the applicable Purchase Order) for each whole or part day of the delay, capped at one hundred per cent (100%) of the price for the Goods and/or the charges for the Services (subject to any other figure specified in the applicable Purchase Order). Any reduced price paid by the Port under this clause will nevertheless be considered full discharge of the Port's obligations to pay for the Goods and/or Services. Where the Goods and/or Services have been paid for before the Port imposes a price reduction under this clause, the Supplier shall repay the applicable proportion to the Port within five (5) Business Days of a written demand by the Port.

- 7.7. The Supplier agrees that the price reduction set out in clause 6.6 is a legitimate and reasonable price reduction to reflect the decreased value and utility of the Goods and/or Services occasioned by their late delivery. Accordingly, the Supplier agrees that the price reduction is not in any way compensatory is without prejudice to any other right and remedies that the Port may have.
- 7.8. These Conditions shall extend to any substituted or remedial services and/or repaired or replacement Goods supplied by the Supplier.
- 7.9. The Port's rights under this Contract are in addition to its rights and remedies implied by statute and common law.

8. CHARGES AND PAYMENTS

- 8.1. The price for Goods shall be the price set out in the Contract and/or Purchase Order, or if no price is quoted, the price set out in the Supplier's published price list in force at the date the Contract is formed, and shall be inclusive of the costs of packaging, insurance and carriage of the Goods and delivery to the Delivery Location. No extra charges shall be effective, unless otherwise agreed in writing by the Port.
- 8.2. The charges for Services shall be set out in the Contract and/or Purchase 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 the Port, 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 and/or Services, the Supplier may invoice the Port on or at any time after completion of delivery or performance. Each invoice shall include such supporting information required by the Port to verify the accuracy of the invoice, including but not limited to the relevant Purchase Order number.
- 8.4. Payment of undisputed amounts shall, unless otherwise set out in the Contract and/or Purchase Order, be made by the Port within forty five days of receipt by the Port of a correctly-formatted and complete invoice. All invoices submitted by the Supplier shall state the Port's Purchase Order number for the Goods and/or Services in question and shall include all information necessary for the Port to determine the accuracy of the charges levied, and such other supporting information as the Port may from time to time specify or request (in advance or following receipt).
- 8.5. All amounts payable by the Port under the Contract are exclusive of amounts in respect of valued added tax chargeable from time to time (VAT). Where any taxable supply for VAT purposes is made under the Contract by the Supplier to the Port, the Port shall, on receipt of a valid VAT invoice from the Supplier, pay to the Supplier such additional amounts in respect of VAT as are chargeable on the supply of the Goods and/or Services at the same time as payment is due for the supply of the Goods and/or Services.

- 8.6. The Supplier is not entitled to suspend delivery of Goods and/or the provision of Services as a result of any non-payment of sums by the Port.
- 8.7. If a party fails to make any payment due to the other party under the Contract by the due date for payment, then the defaulting party shall pay interest on the overdue amount at the rate of 2% per annum above the Bank of England's base rate from time to time. Such interest shall accrue on a daily basis from the due date until the date of actual payment of the overdue amount, whether before or after judgment. The defaulting party shall pay the interest together with the overdue amount. This clause shall not apply to payments that the defaulting party disputes in good faith.
- 8.8. The Supplier shall maintain complete and accurate records of the time spent and materials used by the Supplier in providing Services, and the Supplier shall allow the Port to inspect such records at all reasonable times on request.
- 8.9. The Port may, without notice and without limiting its other rights or remedies set off any amount owing to it by the Supplier on any account whatsoever whether or not related to the Contract, whether a present or future liability and whether liquidated or unliquidated, against any amount payable by the Port to the Supplier under the Contract.

9. RISK AND TITLE

- 9.1. Risk in any Goods and any Deliverables supplied under the Contract shall pass to the Port upon delivery, without prejudice to any rights or rejection which may accrue to the Port under the Contract or otherwise.
- 9.2. Title in any Goods and/or Deliverables supplied under the Contract shall pass to the Port on the earlier of:
- 9.2.1. the time at which the Goods and/or Deliverables become identifiable as the Goods or Deliverables to be delivered under the Contract
 - 9.2.2. delivery in accordance with any delivery instructions; or
 - 9.2.3. payment of the price or any instalment of the price
- 9.3. Delivery of the Goods shall be completed on completion of unloading of the Goods at the Delivery Location. Where Goods are collected by the Port from the Supplier, the point of delivery shall be when the Port, or Port's representative accepts custody of the Goods. The issue of a receipt by the Port to the Supplier for the Goods, shall not constitute any acknowledgement of the condition or nature of those Goods. The Port shall not be deemed to have accepted any Goods until it has had reasonable opportunity to inspect them following delivery or within a reasonable time after any latent defect in the Goods becomes apparent.
- 9.4. In respect of the Goods and any Goods that are transferred to the Port 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 the Port, it will have full and unrestricted rights to sell and transfer all such items to the Port.
- 9.5. All Port Materials are the exclusive property of the Port.

10. INTELLECTUAL PROPERTY RIGHTS

- 10.1. All Intellectual Property Rights in or arising out of or in connection with the Services shall be owned by the Port and the Supplier assigns to the Port, with full title guarantee and free from all third party rights, all Intellectual Property Rights in the outputs of the Services, including for the avoidance of doubt the Deliverables.

10.2. The Supplier shall obtain waivers of all moral rights in the outputs, 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.

10.3. The Supplier shall, promptly at the Port's request, do (or procure to be done) all such further acts and things and the execution of all such other documents as the Port may from time to time require for the purpose of securing for the Port the full benefit of the Contract, including all right, title and interest in and to the Intellectual Property Rights assigned to the Port in accordance with clause 9.1.

11. **INSURANCE AND INDEMNITY**

11.1. From formation of the Contract and for the duration of the Contract and for a period of 7 (seven) years after termination or completion, the Supplier shall maintain in force, at its own expense, with a reputable insurance company to cover the Supplier's full liability under the Contract and in any event, the following insurance policies;

11.1.1. public liability insurance for not less than £10,000,000 for any one incident;

11.1.2. product liability insurance for not less than £10,000,000 for any one incident;

11.1.3. employer's liability insurance for not less than £10,000,000

11.1.4. professional indemnity insurance for not less than £2,000,000;

11.2. The Supplier shall, on the Port'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.

11.3. The Supplier shall keep the Port indemnified in full against all costs, expenses, damages and losses (whether direct or indirect) including consequential loss, loss of profit, loss of trade, loss of reputation and any interest, fines, legal and other professional fees and expenses awarded against or incurred or paid by the Port (calculated on a full indemnity basis) as a result of or in connection with:

11.3.1. any claim made against the Port by a third party for death, personal injury or damage to property arising out of, or in connection with, defects in the Goods or any Deliverables.

11.3.2. any claim made against the Port by a third party arising out of, or in connection with, the supply of the Goods and/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

11.3.3. any claim made against the Port 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.

11.4. This clause 10 shall survive termination of the Contract.

12. **LIABILITY**

12.1. Nothing in these Conditions shall limit or exclude the Port's liability for:

12.1.1. death or personal injury caused by its negligence;

12.1.2. fraud or fraudulent misrepresentation;

12.1.3. any other matter for which liability cannot be properly excluded or limited at law.

12.2. Subject to clause 11.1:

12.2.1. the Port shall under no circumstances whatever be liable to the Supplier, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, for loss of profits, loss of business, depletion of goodwill and/or similar losses, loss of anticipated savings, or loss of goods, loss of contract, loss of use, loss or corruption of data or information or any special, indirect, consequential or pure economic loss, costs, damages, charges or expenses arising under or in connection with the Contract; and

12.2.2. The Port's total liability in contract, tort (including negligence or breach of statutory duty), misrepresentation, restitution or otherwise arising in connection with the performance or contemplated performance of the Contract (including any liability for the acts or omissions of its employees) shall be limited to the greater of:

- i. a sum equal to the total charges paid or payable by the Port under the Contract; or
- ii. £50,000 (fifty thousand pounds)

12.3. This clause 11 shall survive termination of the Contract.

13. **LAW AND COMPLIANCE**

13.1. In the course of performing its obligations under the Contract, the Supplier shall at all times comply with applicable laws, statutory instruments, regulations, local byelaws, codes of practice and associated guidance.

13.2. Without limiting the generality of the foregoing, the Supplier shall at all times comply, and procure that its agents, employees, officers and subcontractors shall comply with the Mandatory Policies, each as updated by the Port from time to time. Without prejudice thereto, the Supplier agrees and undertakes to the Customer, that in performing its obligations under the Contract, it will:

13.2.1. comply at all times with all laws relating to anti-bribery and anti-corruption including but not limited to the Bribery Act 2010;

13.2.2. not (and shall ensure that any "Associated Person" (as defined by the Bribery Act 2010) shall not) engage in any activity, practice or conduct which constitutes an offence under the Bribery Act 2010 (or any equivalent legislation in any relevant jurisdiction);

13.2.3. have and shall maintain in place throughout the period of the Contract, its own policies and procedures, including, but not limited to, adequate procedures under the Bribery Act 2010, to ensure compliance with anti-bribery best practice, and will enforce them where appropriate;

13.2.4. comply with all applicable anti-slavery and human trafficking laws, statutes and regulations from time to time in force, including the Modern Slavery Act 2015;

13.2.5. not engage in any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4, of the Modern Slavery Act 2015 if such activity, practice or conduct were carried out in the UK;

13.2.6. have, and maintain throughout the period of the Contract, its own policies and procedures to ensure its compliance with anti-slavery and human trafficking best practice; and

13.2.7. include in its contracts with its subcontractors, provisions that are no less onerous than those set out in this clause 12.

13.3. The Supplier acknowledges that any breach of this clause 12 shall constitute a material breach of the Contract.

14. **CONFIDENTIALITY**

- 14.1. Each party (**Receiving Party**) shall during the Contract Term and for a period of 3 (three) years after termination or completion of the Contract keep in strict confidence all technical or commercial know-how, specifications, inventions, processes or initiatives which are of a confidential nature and have been disclosed to the Receiving Party by the other party (**Disclosing Party**), its employees, agents or subcontractors, and any other confidential information concerning the Disclosing Party's business or its products or its services which the Receiving Party may obtain. The Receiving Party shall restrict disclosure of such confidential information to such of its employees, agents or subcontractors as need to know it for the purpose of discharging the Receiving Party's obligations under the Contract, and shall ensure that such employees, agents or subcontractors are subject to obligations of confidentiality corresponding to those which bind the Receiving Party.
- 14.2. This clause 13 shall survive termination of the Contract.

15. **TERMINATION**

- 15.1. Without limiting its other rights or remedies, the Port may terminate the Contract in whole or part (and the reason for such termination will be deemed to be the Supplier's breach of the Contract), with immediate effect by giving written notice to the Supplier if:
- 15.1.1. the Supplier commits a material breach of the terms of the Contract (materiality to be determined solely by the Port and including for this purpose any repeated minor breaches any of the terms of the Contract);
 - 15.1.2. the Supplier commits two or more Service Failures;
 - 15.1.3. the Supplier suffers, or the Port reasonably anticipates that the Supplier is about to suffer an Insolvency Event;
 - 15.1.4. there is a change of Control in relation to the Supplier;
 - 15.1.5. the Supplier suspends or threatens to suspend, or ceases or threatens to cease to carry on, all or a substantial part of its business;
 - 15.1.6. in the Port's reasonable opinion, the continuation of the Contract would cause the Port to suffer reputational damage or put the Port at risk of reputational damage (whether or not arising from the Supplier's actions under or in connection with this Contract);
 - 15.1.7. the Port becomes aware that the Supplier is materially in breach of another similar contract;
 - 15.1.8. in the Port's reasonable opinion, the Supplier's financial or operational status is such that the Supplier's ability to adequately fulfil the Contract is in jeopardy; and/or
 - 15.1.9. the Supplier (being an individual) dies or, by reason of illness or incapacity (whether mental or physical), is incapable of managing his own affairs or becomes a patient under any mental health legislation.
- 15.2. Without limiting its other rights or remedies the Port may at any time and without cause terminate the Contract:
- 15.2.1. in respect of the supply of Services, by giving the Supplier three (3) months written notice; and
 - 15.2.2. in respect of the supply of Goods, by giving the supplier four (4) weeks written notice to the Supplier, in which case the Port 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.

15.3. The Supplier shall be entitled to terminate the Contract by immediate written notice to the Port if:

15.3.1. the Port fails to pay an undisputed sum or sums due under the Contract which amounts (or which cumulatively amount) to ten thousand pounds (£10,000) or more, on the due date for payment, and the Port remains in default in respect of said sum not less than thirty (30) days after being notified in writing by the Supplier that:

- i. the sum is overdue; and
- ii. that the Supplier intends to terminate this agreement in the default of payment in the stated thirty (30) day time period, or

15.3.2. the Port suffers an Insolvency Event

15.4. In any of the circumstances under these Conditions in which the Port may terminate the Contract, where both Goods and Services are supplied, the Port may instead terminate part of the Contract in respect of the Goods, or in respect of the Services (or any part of either of them), and the Contract shall continue in respect of the remaining supply or where the Goods and/or Services are to be supplied in instalments the Port may terminate the Contract with regard to undelivered or unperformed instalments.

16. CONSEQUENCES OF TERMINATION

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

16.1.1. where Services are terminated, the Supplier shall immediately deliver to the Port all Deliverables, whether or not then complete, and return all Port Materials. If the Supplier fails to do so, then the Port 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;

16.1.2. 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

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

17. FORCE MAJEURE

17.1. If either party shall be unable to carry out any of its obligations under this agreement due to a Force Majeure Event the Contract shall remain in full force and effect but save as otherwise provided herein both parties' obligations under the Contract shall be suspended without liability for a period equal to the length of the Force Majeure Event provided that:

17.1.1. the non-performing Party gives the other Party prompt notice describing the circumstances of Force Majeure Event including the nature of the occurrence and its expected duration where reasonably practicable continues to deliver regular reports to the other party with respect thereto during the period of Force Majeure Event;

17.1.2. the suspension of performance is of no greater scope and of no longer duration than is required by the Force Majeure Event; and

17.1.3. the non-performing Party uses reasonable endeavours to remedy its inability to perform as a result of the Force Majeure Event.

17.2. In the event that the Force Majeure Event persists for longer than 14 days and deprives the other party of all or substantially all of the benefit of the Contract, that other party may by written notice to the impacted party terminate the Contract.

17.3. For the avoidance of doubt, it is agreed that any event which does not prevent or delay performance by a party, but merely makes it more difficult, less commercially or practically desirable or less profitable for a party to continue performing the Contract will not amount to a Force Majeure Event and will not excuse that party's compliance with the Contract.

18. DATA PROTECTION

18.1. Each party shall comply with its obligations under the Data Protection Legislation in relation to any Personal Data processed in accordance with this Contract.

18.2. Taking into account the state of the art, costs of implementation and the nature, scope, context and purposes of processing as well as the risk of varying likelihood and severity for the rights and freedoms of natural persons, each party shall implement (and at all times keep in place) appropriate technical and organisational measures to ensure a level of security appropriate to guard against unauthorised or unlawful processing of the Personal Data and/or loss, accidental or unlawful destruction, alteration, unauthorised disclosure of, access to or damage to the Personal Data and to ensure a level of security appropriate to the risk from any processing, including as appropriate:

18.2.1. the pseudonymisation and encryption of Personal Data;

18.2.2. the ability to ensure the ongoing confidentiality, integrity, availability and resilience of processing systems and services;

18.2.3. the ability to restore the availability and access to Personal Data in a timely manner in the event of a physical or technical incident; and

18.2.4. a process for regularly testing, assessing and evaluating the effectiveness of technical and organisational measures for ensuring the security of the processing.

18.3. The subject matter and duration of processing, the nature and purpose of processing, the type of Personal Data processed and the categories of data subjects shall be as set out in the Specification or elsewhere in this Contract.

18.4. To the extent that the Supplier processes any Personal Data on behalf of the Port, it shall:

18.4.1. implement and maintain such technical and organisational security measures in relation to such data as are commensurate to the harm that would be caused by any unauthorised disclosure thereof, and to ensure that such measures are complied with;

18.4.2. not engage another processor of the Personal Data without prior specific or general written authorisation from the controller and, where it relies on general authorisation, inform the controller of any intended changes concerning the addition or replacement of other processors;

18.4.3. where it engages another processor for carrying out processing activities on behalf of the Port, impose obligations on that other processor that are substantially equivalent to the terms set out in this clause 17.3;

18.4.4. only process the Personal Data strictly in accordance with the Port's documented instructions from time to time, or as otherwise required by applicable laws;

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- 18.4.5. not transfer the Personal Data to an international organisation or to a place outside the United Kingdom other than on the documented instructions of the Port;
 - 18.4.6. where processing Personal Data other than on the basis of documented instructions from the Port, first inform the Port of the requirement to process it on the grounds of applicable laws (unless prohibited from doing so by applicable laws);
 - 18.4.7. ensure that the persons authorised to process the Personal Data have committed themselves to confidentiality or are under an appropriate statutory obligation of confidentiality;
 - 18.4.8. taking into account the nature of the processing, assist the Port by appropriate technical and organisational measures, insofar as this is possible, for the fulfilment of the Port's obligation to respond to requests under the Data Protection Legislation in relation to data subjects' rights of access to Personal Data, rectification of Personal Data, erasure of Personal Data, restriction of Personal Data, data portability, objection to processing of Personal Data, and in relation to automated decision-making;
 - 18.4.9. taking into account the nature of the processing and the information available to the processor, assist the Port in ensuring compliance with its obligations under the Data Protection Legislation in relation to the security of processing, notification of Personal Data breaches to regulatory authorities and data subjects, and carrying out and consulting with regulatory authorities in relation to data protection impact assessments;
 - 18.4.10. in the event the Supplier becomes aware of a Personal Data breach in respect of the Port's Personal Data, it shall notify it without undue delay;
 - 18.4.11. at the choice of the Port, delete or return the Personal Data to the Port after the end of the provision of the services, and delete existing copies unless required to store it by applicable laws;
 - 18.4.12. make available to the Port all information necessary to demonstrate compliance with the obligations under the Data Protection Legislation in relation to the appointment and use of processors;
 - 18.4.13. allow the Port access to its personnel, systems and premises on reasonable notice from time to time to audit the Supplier's compliance with the obligations set out in this clause; and
 - 18.4.14. immediately inform the Port if, in its reasonable opinion, an instruction given to it by the Port infringes Data Protection Legislation, or any other applicable laws relating to data protection.
- 18.5. In addition to any other remedy available to the Port, the Supplier shall indemnify and keep indemnified and defend and hold harmless the Port and its servants or agents in full and on demand and at the Supplier's own expense against any penalties, fines, administrative sanctions or other sums payable that are imposed on the Port by the Information Commissioner and against any liabilities or losses and all costs (on a full indemnity basis), claims, compensation, damages, expenses or interest incurred by the Port or for which the Port may become liable, in each case due to one or more of the matters listed below but howsoever arising, and whether wholly or in part resulting directly or indirectly from matters listed below, and whether or not such losses or the consequences of the matters listed below were in the parties' contemplation or were foreseeable at the date of this Contract:
- 18.5.1. any failure by the Supplier to comply with any of the Supplier's obligations under clauses 17.1 -17.4;
 - 18.5.2. any breach by a sub-processor of its contract with the Supplier;

18.5.3. any breach by the Supplier or a sub-processor of Data Protection Legislation; and/or

18.5.4. any claim made by the Port pursuant to clause 17.6.

18.6. The indemnity provided by the Supplier under clause 17.5 shall also cover any and all claims made by the Port against the Supplier for compensation under Article 82(5) UK GDPR and/or under Data Protection Legislation, including for any costs, damages or expenses paid by the Port to a Data Subject in the event of a breach of Data Protection Legislation and/or for any facilities or other benefits provided at the Port's expense to a Data Subject in the event of a breach of Data Protection Legislation, which is the responsibility of both parties (whether they are responsible with other controllers/processors or not).

18.7. The Supplier's liability under the indemnity in clause 17.5 shall, notwithstanding any provision to the contrary in the Contract, be unlimited.

18.8. This clause 17 shall survive termination of the Contract.

19. **TUPE**

19.1. Unless expressly agreed otherwise, the Supplier undertakes and warrants that it will procure that no employees, as defined by the Transfer of Undertakings (Protection of Employment) Regulations 2006 (**TUPE**), will transfer from the Supplier and/or its agents and or sub-contractors directly or indirectly to the Port, their agents and/or sub-contractors on the termination or expiry of all or part of the Contract or otherwise in connection with the Contract by operation of or the provisions of TUPE.

19.2. The Supplier shall indemnify the Port for itself and any future provider of Goods and/or Services to the Port from and against all and any costs, expenses, liabilities, damages and losses arising out of or in relation to any transfer or alleged transfer of any employee to the Port its agents and/or sub-contractors by virtue of the operation of the TUPE in connection with the termination or expiry of all or part of the Contract or otherwise in connection with the Contract by operation of or the provisions of TUPE. This indemnity shall cover all costs, expenses, liabilities, damages and losses whether direct or indirect and shall (without limitation) entitle the Port to recover the costs of employment of any transferee or alleged transferee, and the costs of an associated with the termination of the employment or any transferee or alleged transferee (should the Port in its absolute discretion decide to terminate their employment).

19.3. Notwithstanding and without prejudice to the foregoing provisions of this clause, where the Supplier believes that any employees may, or may be alleged to, transfer from the Supplier and/or its agents and or sub-contractors directly or indirectly to the Port, their agents and/or sub-contractors on the termination or expiry of all or part of the Contract or otherwise in connection with the Contract by operation of or the provisions of TUPE, then the Supplier will promptly notify the Port of the same, and will promptly provide the Port with all information that the Port may request in relation to the relevant employees, whether or not the Supplier is required to do so by the provisions of TUPE at the applicable time or at all.

20. **EXIT ASSISTANCE**

20.1. On the termination of a Contract for the performance of Services which has been in place for a period exceeding two months in duration, the Supplier agrees that it will provide the Port with all such information and assistance as the Port may reasonably request for the purposes of:

20.1.1. minimising or eliminating any disruption to the Port's operations consequent to the cessation of the Services; and/or

20.1.2. enabling a supplier who is to provide services in substitution to the Services to commence the provision in an efficient manner which minimises disruption for the Port.

- 20.2. Without limiting the generality of clause 19.1, the Supplier's exit obligations will include performing the following tasks in a diligent manner:
- 20.2.1. documenting and delivering documentation, equipment and materials used to provide the Services;
 - 20.2.2. providing work volumes, staffing requirements, and information on historical performance for each service component, over the preceding twelve (12) months (or such shorter period during which the Services may actually have been provided);
 - 20.2.3. with respect to work in progress as at the termination of the Contract, documenting the current status, stabilising for continuity during transition, and providing any required training to achieve transfer of responsibility without loss of momentum or adverse impact on project timetables;
 - 20.2.4. complete any work in progress as at the termination of the Contract, or where directed by the Port, ensure the same is handed over to the replacement supplier for completion; and
 - 20.2.5. providing information and raw data for reports, as required.
- 20.3. On written request by the Port, the Supplier will promptly produce a detailed written exit plan detailing how it will achieve the above objectives on any cessation of the Services. Where an exit plan is put in place, the Supplier shall diligently perform the exit plan on termination of the Contract.
- 20.4. The Supplier shall on request providing such information as the Port may demand to assist the Port in any tender process conducted for the provision of the services which are to replace the Services.
- 20.5. The Supplier shall co-operate in the transfer of necessary knowledge reasonably required for the provision of the Services in an efficient manner to either the Port itself or such replacement supplier as the Port may direct. This will include, without limitation, the Supplier clearly explaining the relevant procedures and operations to the Port (or its replacement supplier) and promptly responding to any questions for the purposes of adequately imparting the knowledge needed by the Port or its replacement supplier.
- 20.6. The Supplier's compliance with the terms of this clause 19 shall be without additional charge to the Port and shall be deemed to have been included in the charges levied for the Services during the continuation of the Contract.
21. **NON-SOLICITATION**
- 21.1. The Supplier undertakes that it will not during the term of the Contract and for a period of 12 (twelve) months following termination or expiry of the Contract, without the prior written consent of the Port actively employ, engage, solicit, entice, endeavour to solicit and/or entice a third party to engage and/or employ any of the employees and/or independent contractors of the Port who:
- 21.1.1. have been engaged to work to a substantial extent in relation to the Contract over the 12 (twelve) months preceding such action; or
 - 21.1.2. have had direct contact with the Supplier over the 12 (twelve) months preceding such action
- This clause 20.1 will not apply in relation to any person who replies unsolicited to an open advertisement placed by the Supplier.

22. ASSIGNMENT AND SUBCONTRACTING

- 22.1. 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 the Port (which shall be at the Port's absolute discretion).
- 22.2. The Port may at any time and without notice to the Supplier 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.

23. GENERAL**23.1. Notices**

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. Notices may be served by email to the email address given in the Contract for that purpose (as updated by notice in writing from time to time), or in the case of notices served on the Supplier (but not on the Port) to any email address previously used by the Supplier in connection with the Contract.

- 23.2. Any notice or communication shall be deemed to have been duly received:

- 23.2.1. if delivered personally, when left at the address referred to above; or,
- 23.2.2. if sent by prepaid first-class post or recorded delivery, at 9.00 am on the second Business Day after posting; or,
- 23.2.3. if delivered by commercial courier, on the date and at the time that the courier's delivery receipt is signed; or,
- 23.2.4. in the case of fax, at the time of transmission provided a successful transmission report is available
- 23.2.5. in the case of email, when sent, provided a delivery receipt is obtained

- 23.3. For the purposes of this clause, "writing" shall include e-mails and/or fax and for the avoidance of doubt notice given under this Contract shall be validly served if sent by e-mail and/or fax. This clause 22.3 shall not apply to the service of any proceedings or other documents in any legal action.

23.4. Dispute Resolution

- 23.4.1. The parties will attempt to resolve disputes between them arising out of or relating to the Contract using the informal dispute resolution procedure, as set out in this clause 22.4 prior to the initiation court proceedings. Nothing in this clause 22.4 will restrict at any time, whilst the informal dispute resolution procedures are in progress or before or after they are invoked, either party's freedom to seek any urgent or injunctive relief, or a party's freedom to exercise any right of termination accruing to it.
- 23.4.2. Either party may give notice to the other in writing that they believe a dispute has arisen. Following the receipt of such notice, the parties shall use their respective reasonable endeavours to arrange, within ten (10) Business Days of the date of the notice, a meeting between a senior representative of each party to discuss and attempt to resolve the issue. The representative of each party shall be suitably senior within their organisation when considering the subject matter of the dispute, and shall be empowered to resolve the dispute on behalf of that party.

23.4.3. Where the meeting referred to in clause 22.4.2 does not resolve the dispute, the dispute may, with the written consent of both parties, be referred to mediation. Any reference to mediation shall be made in accordance with the procedures of the Centre for Effective Dispute Resolution (**CEDR**). The mediation shall be conducted by a single mediator appointed by the parties or, if the parties are unable to agree on the identity of the mediator within ten (10) Business Days after the date of the agreement to mediate, or if the person appointed is unable or unwilling to act, the mediator shall be appointed by CEDR on the application of either party. The mediation shall be conducted in English at the offices of CEDR in London. Mediation is without prejudice to the rights of the parties in any future proceedings.

23.5. **Publicity**

The Supplier shall not make or permit any person to make any public announcement concerning the existence, subject matter or terms of this Contract or their relationship with the Port without the prior written consent of the Port except as may be required by law or governmental or regulatory authority.

23.6. **Waiver and cumulative remedies:**

23.6.1. 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.

23.6.2. Unless specifically provided otherwise, rights arising under the Contract are cumulative and do not exclude rights provided by law.

23.7. **Severance:**

23.7.1. 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.

23.7.2. 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.

23.8. **No partnership:** 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.

23.9. **Third parties:** A person who is not a party to the Contract shall not have any rights under or in connection with it.

23.10. **Variation:** Any variation, including any additional terms and conditions, to the Contract shall only be binding when agreed in writing and signed by the Port.

23.11. **Governing law and jurisdiction:** 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.