



TERMS OF BUSINESS

2017

Thank you for your interest in partnering with SATIGO.
Following your request, please find below
SATIGO's 2017 Terms of Business.



FOR MORE INFORMATION, PLEASE VISIT OUR WEBSITE ON WWW.SATIGO.COM

FACTS

REGISTERED COMPANY NAME	SATIGO Ltd
REGISTERED ADDRESS	Cannon Place, 78 Cannon Street, London EC4N 6HL
YEAR FOUNDED	2010
COMPANY REGISTRATION NUMBER	07456787
VAT NUMBER	GB104060475
INSURANCES	Employers Liability - £10,000,000 Public Liability - £5,000,000 Professional Indemnity - £5,000,000

SERVICE COMMITMENT

WHAT SATIGO COMMITTS TO DO

All work undertaken on your behalf will be assigned to consultants with specialist knowledge of both the sector and discipline relevant to your requirements.



Provide regular feedback on the progress of the assignments.



Ensure that all candidates are fully briefed.



Ensure that all candidates receive objective and accurate feedback within a reasonable timeframe.



WHAT CLIENT COMMITTS TO DO



Provide reasonable access to SATIGO's staff of its offices facilitates and diary availability access for meeting and interviewing candidates.



Provide all relevant company information plus job outlines including remuneration schemes, benefits and career opportunities.



Respond within reasonable time frame to all CVs.



You will offer/reject candidates within reasonable time of final interview.

MUTUAL CONFIDENTIALITY AND NON-DISCLOSURE AGREEMENT

1. Disclosure of Confidential Information

SATIGO or the Company/Individual may disclose to the other, either orally or in any recorded medium, information comprising or relating to: techniques; schematics; designs; contracts; financial information; sales and marketing plans; business plans; clients; client data; business affairs; operations; strategies; inventions; methodologies; technologies; employees; subcontractors; pricing; service proposals; methods of operations; procedures; products and/or services ("Confidential Information"). Confidential Information shall include only that information furnished, disclosed or transmitted that is (a) marked as being "confidential" or "proprietary", or (b) if orally disclosed, such information must be subsequently identified in writing by the Disclosing Party and identified as "Confidential Information."

2. Confidentiality

The party disclosing the Confidential Information to the other party shall be referred to as the "Disclosing Party" and the party receiving the Confidential Information of the other shall be referred to as the "Receiving Party." The Receiving Party will use the Confidential Information solely in furtherance of the actual or potential business relationship between the parties. The Receiving Party shall not disclose the Confidential Information to any unauthorised third party and shall take steps to ensure that access to such information is granted only to those of its employees or agents who have a demonstrated need to know such information in order to carry out the business purpose of this Agreement. The Receiving Party will take reasonable measures to maintain the confidentiality of the Confidential Information, but in no event less than the measures it uses for its own information of similar type. The Receiving Party will immediately give notice to the Disclosing Party of any use or disclosure of the Confidential Information that is not authorised by this Agreement. The Receiving Party agrees to reasonably assist the Disclosing Party in remedying any such unauthorized use or disclosure of the Confidential Information.

The obligations contained in this Section 2 will not apply to the extent that Receiving Party can demonstrate that the Confidential Information: (a) was part of the public domain at the time of disclosure or properly became part of the public domain, by publication or otherwise; (b) was properly in the possession of the Receiving Party at the time of disclosure; (c) was substantially identical to information received from a third party without similar restrictions and without breach of this Agreement; (d) was independently developed by the Receiving Party or its agents without reference to the Confidential Information; or (e) is required to be disclosed by a government agency or by a proper court of competent jurisdiction; provided, however, that Receiving Party will use its best efforts to minimize the disclosure of such information and will consult with and reasonably assist the Disclosing Party in obtaining a protective order prior to such disclosure.

3. Ownership of Materials/No Warranty

Each party shall retain all right, title and interest to such party's Confidential Information. No license under any trademark, patent or copyright, or application for same, which are now or thereafter may be obtained by such party is either granted or implied by the disclosure of Confidential Information. Confidential Information is provided "as is" with all faults. In no event shall the disclosing party be liable for the accuracy or completeness of the Confidential Information, except as may be expressly agreed in an agreement for the provision of services by SATIGO to Company/Individual.

4. Term

This Agreement shall terminate three (3) years from the Effective Date, or upon the effective date of any subsequent contract between the parties, so long as such contract has a mutual provision governing confidentiality of information disclosed between the Parties, whichever occurs first. Notwithstanding the termination of this Agreement, the Receiving Party shall maintain its confidentiality obligations for a period of five (5) years from the date of disclosure of Confidential Information under this Agreement.

5. General

a) This Agreement shall be governed by and construed in accordance with the laws of the England without regard to its conflicts of law provisions.

b) SATIGO and the Company/Individual agree that the breach of the provisions of this Agreement by the Receiving Party will cause the Disclosing Party irreparable damage for which recovery of money damages would be inadequate. The Disclosing Party will, therefore, be entitled to obtain timely injunctive relief to protect its rights under this Agreement in addition to any and all remedies available at law.

c) Neither party may assign its rights under this Agreement without the written consent of the other party, provided however that either party may assign this Agreement without any consent to any entity that succeeds to all or substantially all of the business or assets or stock of such party, whether by sale, merger, reorganization, consolidation or otherwise. The parties' consent to any assignment shall apply only to the given instance, and shall not be deemed a consent to any subsequent act. Subject to the foregoing, this Agreement inures to the benefit of and is binding upon the successors and assignees of the parties hereto.

d) This Agreement may be amended or supplemented only by a writing that is signed by duly authorized representatives of both parties.

e) No term or provision hereof will be considered waived by either party, and no breach excused by either party, unless such waiver or consent is in writing signed on behalf of the party against whom the waiver is asserted. No consent by either party to, or waiver of, a breach by either party, whether express or implied, will constitute a consent to, waiver of, or excuse of any other, different, or subsequent breach by either party.

f) If any part of this Agreement is found invalid or unenforceable, that part will be amended to achieve as nearly as possible the same economic and legal effect as the original provision and the remainder of this Agreement will remain in full force.

g) Third parties whose proprietary information is transmitted pursuant to this Agreement and whose identity is expressly made known by Disclosing Party are intended third party beneficiaries hereof.

h) This Agreement constitutes the entire agreement between the parties relating to this subject matter and supersedes all prior or simultaneous representations, discussions, negotiations, and agreements, whether written or oral.

TERMS OF BUSINESS

SUMMARY

Permanent Fee:

25% of the Candidate's Remuneration Package applicable during the first 12 months of the Engagement. SATIGO will charge VAT on the fee if applicable.

Rebate Options:

▪ Option A: Candidate Replacement Guarantee

Candidate Guarantee: In the event of a Candidate leaving the Client's employment within 12 weeks of commencement for any reason other than through redundancy or re-organisation or change in strategy of the Client; or if the termination is as a result of pregnancy or any other unlawful reason provided that the Client informs SATIGO in writing of the fact within seven days of the termination of employment and the introduction fee has been paid in accordance with clause 4, Section 2, SATIGO shall offer a free replacement. This Candidate Guarantee shall not apply to the free replacement, fixed term contract placements, or fixed term to permanent conversions. Furthermore, this Candidate Guarantee shall not apply in circumstances where SATIGO has reasonable grounds to believe that the Client has acted in bad faith in order to obtain a replacement.

▪ Option B: Money Back Guarantee

Termination in the first week of Employment 75%; between the second week and fourth week of the engagement 50%; between the fifth week and the end of the twelfth week of the engagement 25%. Thereafter nil.

Contract Fee:

As defined in the Contractor Schedule

Payment Terms:

14 days from the date of invoice

SECTION 1: GENERAL

1. These Terms of Business ("Terms") are effective from and including 01/01/2017 and supersede all previous Terms of Business issued by SATIGO Limited, a Registered Company in England and Wales under No. 07456787 with its Registered Office at Cannon Place, 78 Cannon Street, London EC4N 6HL ("SATIGO").

2. In these Terms the following expressions shall, unless the context otherwise requires or as otherwise expressly provided, have the following meanings:

2.1 "Client" means the person, firm or corporate body together with any subsidiary or associated company as defined by the Companies Act 1985 to whom SATIGO Introduces Candidates and / or Supplies a Contractor;

2.2 "Candidate" means the person introduced by SATIGO to the Client for an Engagement including, but not limited to, any officer or employee of the Candidate if the Candidate is a limited company, any member or employee of the Candidate if the Candidate is a limited liability partnership, and members of Satiro's own staff;

2.3 "Contractor" means any Candidate assigned by SATIGO to provide services for the Client.

2.4 "Engagement" means the Engagement, employment or use of the Candidate by the Client or by any third party to whom or to which the Candidate was introduced by the Client (whether with or without Satiro's knowledge or consent) on a permanent or temporary basis, whether under a contract of service or for services; under an agency, license, franchise or partnership agreement; or through any other engagement; directly or through a limited company of which the Candidate is an officer or employee or through a limited liability partnership of which the Candidate is a member or employee; and "Engages" shall be construed accordingly.

2.5 "Introduced" means the Client's interview of a Candidate in person or by telephone, following the Client's instruction to SATIGO to search for a Candidate; or the passing to the Client of a curriculum vitae or information about the Candidate; and which leads to an Engagement of that Candidate; and "Introduces" shall be construed accordingly;

2.6 "Regulations" means the Conduct of Employment Agencies and Employment Businesses Regulations 2003

2.7 "Remuneration package" a Candidate's projected total base salary in the first 12 months of engagement/ employment.

3. These Terms, comprising Sections 1, 2 and 3 together with any Contractor Schedule, are deemed to be accepted by the Client by virtue of (a) an Introduction to the Client of, or the Engagement of, a Candidate or (b) the passing of information about the Candidate by the Client to any third party following an Introduction or (c) the Client's interview or request to interview a Candidate or (d) the Client's signature at the end of these Terms or (e) the signature by the Client of a timesheet of a Contractor assigned by SATIGO to the Client

4. Sections 1 and 3 of these Terms, shall apply in relation to SATIGO's Supply of Contractors to the Client. Sections 1 and 2 shall apply in all other cases.

5. SATIGO is committed to equal opportunities, and expects all Clients to comply with Satiro's Equal Opportunities Policy as regards the selection and treatment of Candidates, including as regards Age Discrimination.

6. No variation or alteration of these Terms of Business shall be valid unless approved in writing by a Director of SATIGO.

7. Notices

7.1 Any notice required to be given under the Terms (including the delivery of any timesheet or invoice) shall be delivered by hand, sent by facsimile, e-mail or prepaid first class post to the recipient at its fax number or address specified in these Terms (or as otherwise notified from time to time to the sender by the recipient for the purposes of these Terms)

7.2 Notices shall be deemed to have been given and served, if delivered by hand, at the time of delivery; if sent by facsimile or e-mail, at the time of dispatch if dispatched on a Business Day before 5.30 p.m. or in any other case at 10.00 a.m. on the next Business Day after the day of dispatch, unless the transmission report indicates a faulty or incomplete transmission or, within the relevant Business Day, the recipient informs the sender that the facsimile or e-mail message was received in an incomplete or illegible form; or if sent by prepaid first class post, 48 hours from the time of posting.

8. These Terms apply only to the relationship between SATIGO and the Client. A person who is not a party these Terms shall not have any rights under or in connection with them.

9. These Terms constitute the entire and only agreement between the parties with regards to the subject matter herein, and they supersede all prior and pre-existing representations and agreements by and between SATIGO and the Client in relation to the subject matter herein.

10. If, within 12 months of registration of a position, any employee of SATIGO with whom the Client has dealt during that 12-month period is engaged by the Client in any capacity, these Terms of Business will apply and the Client will be liable to SATIGO for an introduction fee of £15,000 without entitlement to rebate. Interest at the rate of 2% per calendar month or part thereof will be applied from the date of appointment until payment of the invoice without concession.

11. These Terms shall be governed and construed in accordance with English Law and the Courts of England shall have exclusive jurisdiction

SECTION 2: INTRODUCTION OF PERMANENT STAFF

1. In this Section, "Introduction Fee" shall, unless the context otherwise requires or as otherwise expressly provided, mean the fee detailed in Clause 5 of this Section below.

2. The Client agrees:

a) To notify SATIGO as soon as possible (and, in any event, not later than 7 days of the date of the offer or of the date the Engagement takes effect; whichever is earlier) of any offer of an Engagement which it makes to the Candidate, and to provide SATIGO with a copy of that offer;

b) To notify SATIGO immediately that its offer of an Engagement to the Candidate has been accepted and to provide details of the Remuneration to the Candidate; and

c) To pay SATIGO's fee within 14 days of the date of invoice.

3. Introductions of Candidates are confidential. If the Client discloses to a third party any details regarding a Candidate introduced by SATIGO which results in an Engagement with that third party within 12 months of the Introduction, the Client shall pay SATIGO's fee as set out in clause 5 of this Section as if the Client had so Engaged the Candidate, with no entitlement to any refund.

4. The Client shall pay SATIGO an introduction fee calculated in accordance with clause 5 of this Section if it (or any associated company of it) Engages any Candidate as a consequence or result of an introduction by or through SATIGO, whether directly or indirectly, within 12 months from the date of the SATIGO' Introduction.

5. The Introductory Fee is calculated at 25% of the Candidate's Remuneration Package applicable during the first 12 months of the Engagement. SATIGO will charge VAT on the fee if applicable.

6. If the Engagement is for a fixed term of less than 12 months, the fee in clause 5 of this Section will apply pro-rata. If the Engagement is extended beyond the initial fixed term or if the Client Re-Engages the Candidate within 6 months from the date of termination of the first Engagement, the Client shall pay a further fee based on the Remuneration applicable for the period of Engagement following the initial fixed term up to the termination of the second Engagement or until the Candidate has been engaged for a total of one year; whichever is less.

7. SATIGO reserves the right to charge interest on invoiced amounts unpaid for more than 14 days at the rate of 2% per annum above the base rate from time to time of Lloyds Bank from the due date until the date of actual payment.

8. The Client shall bear the legal and other administrative costs incurred by SATIGO if an invoice is not paid after 14 days have elapsed since it was issued by payment.

9. Subject to clauses 11, 12 and 13 of this Section, if the Engagement of a Candidate terminates lawfully within 12 weeks of the commencement of the Engagement, SATIGO provide two forms of rebate as per agreed with Client. Termination of the Engagement shall be the date on which the Candidate ceases working or would have ceased working for the Client including notice period.

▪ **Option A: Candidate Replacement Guarantee**

Candidate Guarantee: In the event of a Candidate leaving the Client's employment within 12 weeks of commencement for any reason other than through redundancy or re-organisation or change in strategy of the Client; or if the termination is as a result of pregnancy or any other unlawful reason provided that the Client informs SATIGO in writing of the fact within seven days of the termination of employment and the introduction fee has been paid in accordance with clause 4, Section 2, SATIGO shall offer a free replacement. This Candidate Guarantee shall not apply to the free replacement, fixed term contract placements, or fixed term to permanent conversions. Furthermore, this Candidate Guarantee shall not apply in circumstances where SATIGO has reasonable grounds to believe that the Client has acted in bad faith in order to obtain a replacement.

▪ **Option B: Money back Guarantee**

SATIGO will refund to the Client a proportion of the Introduction Fee paid by the Client as follows: Termination in the first week of Employment 75%; between the second week and fourth week of the engagement 50%; between the fifth week and the end of the twelfth week of the engagement 25%. Thereafter nil.

10. No refund will be given if the Engagement is terminated by the Client by reason of redundancy or re organisation or change in strategy of the Client; or if the termination is as a result of pregnancy or any other unlawful reason.

11. No refund will be given if the Client has not paid the Introduction Fee to SATIGO within 14 days of the tendering of the invoice.

12. No refund will be given unless the Client has notified SATIGO that the Candidate's Engagement has ended within 7 days of the Engagement ending or within 7 days of notice being given to end the Engagement; whichever is earlier.

13. Should the Client or any Subsidiary or Associated Company of the Client Subsequently re-Engage the Candidate within a period of twelve calendar months from the date of termination of the Engagement or withdrawal of the offer, a full fee calculated in accordance with the Fee Structure becomes payable, with no entitlement to the refund conditions.

14. SATIGO will use its reasonable endeavors to ensure that Candidates are efficient, honest and reliable but SATIGO gives no warranty in this regard and the Client shall satisfy itself as to the suitability of the Candidate and the Client shall take up any references provided by the Candidate to it or SATIGO before engaging such Candidate. The Client is responsible for obtaining work permits and/or such other permission to work as may be required, for the arrangement of medical examinations and/or investigations into the medical history of any candidate, and satisfying any medical and other requirements, qualifications or permission required by law of the country in which the Candidate is engaged to work.

15. SATIGO accepts no liability of any kind for any loss or damage to property or for any other loss including without prejudice, to the generality of the foregoing loss of profits or for any injury to persons arising directly or indirectly from any act or omission of any Candidate introduced by SATIGO even if such act or omission is negligent or fraudulent or dishonest. Notwithstanding this clause, nothing in these Terms shall be deemed to exclude or restrict any liability of Premier to the Client for personal injury or death resulting from its own negligence or breach of contract.

16. For the purposes of this Section 2, SATIGO operates as an Employment Agency.

SECTION 3: SUPPLYING CONTRACTORS

1. Definitions

1.1 In this Section:

1.2 "Assignment" means the period during which the Contractor is supplied by SATIGO to render the Services to the Client

1.3 "Services" means the services to be performed by the Contractor, as described in the Contractor Schedule.

2. Client Obligations

2.1 The Client shall be responsible for providing office accommodation for the Contractor and any necessary resources and facilities, save where the Client agrees that such resources shall be provided by the Contractor.

2.2 SATIGO Contractors are not employees of the Client and the Client shall not be responsible for annual leave, holiday pay, sick pay or any other similar entitlement.

2.3 These Terms are personal to the Client and shall not be assigned by it without the prior written consent of SATIGO.

2.4 The Client shall provide SATIGO with details of any specific health and safety risks in relation to the role, together with details of any steps taken to prevent or control such risks.

2.5 The Client shall ensure that the Contractor works in a safe environment in accordance with a safe system of work. The Client shall indemnify and keep indemnified SATIGO from and against all loss or liability suffered or incurred by SATIGO as a result of any claim by the Contractor arising out of any injury or damage to his/her property suffered in the course of performing the Services for the Client.

3. SATIGO Obligations

3.1 SATIGO shall use reasonable endeavours to supply Candidates and Contractors to the Client who are suited to the Client's stated requirements.

3.2 On agreement for SATIGO to supply the Client with any Contractor, SATIGO shall give the Client a Contractor Schedule setting out the pay rate(s), term of the Assignment, nature of the Assignment, notice periods, whether the Contractor has opted-out of the regulations and any other relevant details.

3.3 SATIGO shall use reasonable endeavours to ensure that the ownership of all Intellectual Property Rights („the Rights) of whatever nature and, if registrable, whether

registered or not, in all documents or other material and data or other information and devices or processes provided or created by the Contractor in the provision of the Services, shall vest in the Client.

3.4 SATIGO shall use reasonable endeavours to procure that the Contractor keeps confidential all information obtained during the assignment or thereafter concerning the Client's organisation activities and systems under development.

3.5 SATIGO shall use reasonable endeavours to ensure that the Contractor co-operates with the Client and complies with all the Client's reasonable and lawful instructions.

3.6 For the purposes of this Section 3, SATIGO operates as an Employment Business.

4. Fees

4.1 The Client agrees to pay SATIGO's charges for the supply of Contractors as shall be notified to and agreed with the Client and set out in each Contractor Schedule.

4.2 Signature of the timesheet by the Client is confirmation of the amount of time worked. If the Client is unable to sign a timesheet produced for authentication by the Contractor because the Client disputes the amount of time claimed, the Client shall inform SATIGO as soon as is reasonably practicable and shall co-operate fully and in a timely fashion with SATIGO to enable SATIGO to establish what hours, if any, the Contractor worked. Failure to sign the timesheet does not absolve the Client's obligation to pay the charges in respect of the time the Contractor has worked.

4.3 The Client shall not be entitled to decline to sign a timesheet on the basis that he is dissatisfied with the work performed by the Contractor. In cases of unsuitable work the Client should apply the provisions of clause 6 below. There are no rebates payable in respect of the charges for supplying Contractors.

5. Invoices

5.1 SATIGO shall raise invoices weekly (unless otherwise specified in the Contractor Schedule) in respect of the charges payable and shall be paid by the Client within 30 days of the date of the invoice, unless alternative arrangements have been agreed in writing.

5.2 All invoices will be deemed to be accepted in full by the client seven days after receipt of the invoice unless the client notifies SATIGO in writing within those seven days of the amount the client disputes and the reason the client disputes that amount. In the event the client does so notify SATIGO that it wishes to dispute part of an invoice, the client shall pay the undisputed part of the invoice within 14 days of receipt of the invoice and shall co-operate fully with SATIGO in order to resolve the dispute as quickly as possible.

5.3 SATIGO reserves the right to charge interest on invoiced amounts overdue at the rate of 2% above the Bank of England base rate in force at that time in accordance with the Late Payments of Commercial Debts (Interest) Act 1998.

6. Placement of Contractors and Termination of Assignments

6.1 The Client may instruct SATIGO, in writing, to end the Services of the Contractor immediately in the case of proven non-performance of or serious misconduct by the Contractor.

6.2 Either party may terminate an assignment prior to the expiration of the Period by giving not less than 4 weeks' notice in writing, or such other notice as may be agreed between SATIGO and the Client. Should this notice period be exercised then neither party will be liable for compensation arising out of the early termination.

6.3 When notice is exercised by either party, payment for each week of notice shall be based upon a 40-hour week, plus any overtime actually worked by the Contractor.

6.4 In any event SATIGO shall have fourteen days to obtain a suitable alternative Contractor.

6.5 SATIGO may replace the Contractor with another suitably qualified Contractor with immediate effect within its absolute discretion.

6.6 All Assignments may be terminated by either party by giving to the other immediate notice in the event that either SATIGO or the Client goes into liquidation, becomes bankrupt or enters into an arrangement with creditors or members or has a receiver or administrator appointed.

7. Engagement of Contractors by Clients or Third Parties

7.1 In the event the Client Engages a Contractor, other than through SATIGO, during the Assignment or within 12 months from the end of the assignment, the client shall notify SATIGO of that Engagement and shall pay SATIGO a Transfer Fee calculated in the same way as the Introduction Fee set out in clause 5 of Section 2.

7.2 or, if the actual amount of the Remuneration is not known, the hourly charges agreed pursuant to clause 3.1 multiplied by 300.

7.3 No refund of the Transfer Fee will be paid in the event that the Engagement subsequently terminates. VAT is payable in addition to any fee due.

7.4 For the avoidance of doubt, Section 2 shall apply if there is an Introduction of a Candidate to the Client which does not result in the supply of that Candidate by SATIGO to the Client, but which leads to an Engagement of the Contractor by the Client within 12 months from the date of Introduction.

7.5 All introductions are confidential. If a Contractor is passed to any third party by the Client resulting in the Engagement of the Contractor, then the Client shall be liable to pay the relevant fee as if the Contractor was engaged directly by the Client.

8. Alternative Hire Period

8.1 Where SATIGO supplies a Contractor to the Client who has not opted-out of the Regulations, the Client may, instead of paying the Transfer Fee in accordance with clause 7.1 above, elect by giving 5 working days' notice to SATIGO in writing to continue to hire the relevant contract for a period of 18 weeks during which the Client shall pay the hourly charges agreed pursuant to clause 4.1 above for each hour the Contractor is so employed or supplied.

8.2 Where SATIGO introduces, but does not supply, a Contractor to the Client who has not opted-out of the Regulations, the Client may, instead of paying an Introduction Fee pursuant to clause 7.4 above, elect by giving 5 working days' notice to SATIGO in writing to hire the relevant contract for a period of 26 weeks during which the Client shall pay the hourly charges agreed pursuant to clause 4.1 above (or, in the absence of such agreement, 120% of the contractor's hourly charge) for each hour the Contractor is so employed or supplied.

8.3 However, where the Client does not give such notice before the Contractor is Engaged the parties agree that the Transfer Fee shall be due.

9. Liability

9.1 Whilst SATIGO make every effort to give satisfaction to the Client by ensuring reasonable standards of skills, integrity and reliability from its Contractors and further to provide them in accordance with the Client's booking details, SATIGO is not liable for any loss, expense, damage or delay arising from any failure to provide any Contractor for all or part of the period of booking or from the negligence, dishonesty, misconduct or lack of skill of the Contractor. For the avoidance of doubt, SATIGO does not exclude liability for death or personal injury arising from its own negligence.

9.2 Contractors supplied by SATIGO are engaged under contracts for services. They are not the employees of SATIGO but are deemed to be under the supervision, direction and control of the Client from the time they report to take up duties and for the duration of the Assignment.

9.3 The Client will comply in all respects with all relevant statutes, by-laws and legal requirements including provision of adequate Public Liability insurance in respect of the Contractor. The Client shall allow and reasonably assist SATIGO in complying with its legal obligations to its Contractors.

I have read and fully understand and agree to all terms and conditions and authorise its commencement.

Please select rebate required:

- Option A: Candidate Replacement Guarantee
 Option B: Money Back Guarantee

Full Name:

Title:

Registered Company Name:

Date:

Signature:
