

CONTRACT AGREEMENT

Worker Agreement (UK)

No. **EMP-2024-UK-001** • January 1, 2026 • December 31, 2028

BETWEEN THE FOLLOWING PARTIES

PARTY A

Tech Innovations Ltd

45 Queen Street
London
EC1V 9DS
United Kingdom

contact@techinnovations.co.uk | +44 20 7946 0123

PARTY B

John Smith

78 Baker Street
London
NW1 6XE
United Kingdom

john.smith@email.com | +44 7712 345678

This Employment Contract (the "Contract") is entered into between Tech Innovations Ltd (the "Employer") and John Smith (the "Employee"). This Contract outlines the terms and conditions of employment.

TERMS AND CONDITIONS

1. Services Provided

You will provide the following services:

Software development and technical support services

Alternatively, your responsibilities are described in the job description provided to you.

We may reasonably amend your duties or require you to undertake additional reasonable tasks to meet business needs.

2. Pay

You will be paid £400 per day.

Payment will be made monthly in arrears by bank transfer.

No overtime payments apply unless expressly agreed in writing.

3. Working Time

- There is **no guarantee of minimum hours or work**.
 - You are free to accept or decline work offered.
 - When you accept work, you agree to perform it with reasonable care and skill.
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4. Place of Work

Your normal place of work is:

123 High Street, London, UK

You may also be required to work at other reasonable locations as required for the performance of your services.

Working Abroad (if applicable)

You may be required to work outside the UK for up to 3 months in any 12-month period.

Further details relating to pay, benefits, and return arrangements will be provided if applicable.

5. Holiday Entitlement

You are entitled to **5.6 weeks' paid holiday per holiday year**, calculated in accordance with the Working Time Regulations 1998 and pro-rated based on the work you perform.

Holiday pay will accrue and be paid based on your average pay, including accrued but untaken holiday on termination of this agreement.

6. Other Benefits

You are not entitled to any benefits other than those expressly set out in this agreement or required by law.

7. Absence and Sickness

If you are unable to attend work, you must notify HR Manager by email as soon as reasonably practicable.

Sick Pay

You may be eligible for **Statutory Sick Pay (SSP)** subject to meeting statutory eligibility requirements.

No contractual sick pay applies.

8. Other Paid Leave

You may be eligible for statutory paid leave where required by law, including:

- maternity leave
- paternity leave
- adoption leave
- shared parental leave
- bereavement leave

Further details are available in the relevant policies.

9. Pension

If you meet the statutory eligibility criteria, you will be automatically enrolled into a qualifying pension scheme in accordance with the Pensions Act 2008.

Further details will be provided separately.

10. Training

We may require you to complete mandatory training necessary for the role.

Where training is mandatory, we will pay for the reasonable cost of such training unless otherwise stated.

11. No Probationary Period

There is **no probationary period**, as this agreement does not create an employment relationship.

12. Termination

Either party may terminate this agreement **at any time and without notice**.

Termination of this agreement is not a dismissal and does not give rise to employee rights.

13. Collective Agreements

There are no collective agreements applicable to this agreement.

14. Grievances

If you wish to raise a concern relating to your engagement, you should raise it informally with HR Manager.

We will consider concerns reasonably but are not required to follow a formal grievance procedure.

15. Conduct and Ending Engagement

There is no formal disciplinary procedure applicable to workers.

If we are dissatisfied with your conduct or performance, we may terminate this agreement in accordance with clause 12.

16. Confidentiality

You must not disclose any confidential information relating to our business, clients, or operations during or after your engagement, except as required by law.

17. Data Protection

We will process your personal data in accordance with applicable data protection laws and our privacy policy.

18. Governing Law

This agreement is governed by and interpreted in accordance with the laws of **England and Wales**.

SPECIAL PROVISIONS

None

IN WITNESS WHEREOF

Jane Doe

HR Director

January 1, 2026

PARTY A

John Smith

Employee

January 1, 2026

PARTY B

WITNESS

Emily Clark



Notary Public Registration No. 123456