



Sub contractors' agreement - terms and conditions

1. STATUS OF THIS AGREEMENT

This contract governs your engagement from time to time by VR Motorsport as a sub-contractor. This is not an employment contract and does not confer any employment rights on you (other than those to which workers are entitled). In particular, it does not create any obligation on the Company to provide work to you and by entering into this contract you confirm your understanding that the Company makes no promise or guarantee of a minimum level of work to you and you will work on a contract by contract basis. It is the intention of both you and the Company that there be no of obligation between the parties at any time when you are not performing within the contract.

2. COMPANY'S DISCRETION AS TO WORK OFFERED

It is entirely at the Company's discretion whether to offer you contract work and it is under no obligation to provide work to you at any time.

The Company reserves the right to give or not give contracts to any company or individual at any time and is under no obligation to give any reasons for such decisions unless in the terms of a tender application.

3. NO PRESUMPTION OF CONTINUITY

Each offer of a contract for work by the company which you accept shall be treated as an entirely separate and severable event (contract). The terms of this contract shall apply to each assignment but there shall be no relationship between the parties after the end of one assignment and before the start of any subsequent assignment A contract can cover one event or multiple specified events

The fact that the Company has offered you a contract , or offers you work more than once, shall not confer any legal rights on you and, in particular, should not be regarded as establishing an entitlement to regular work or conferring continuity of employment.

4. ARRANGEMENTS FOR WORK

All information required for you to be able to attend and fulfil your contract will be supplied by email and/or text. You must provide accurate contact details to the company when requested. You are under no obligation to accept any work offered by the Company at any time. If you accept an assignment, you must inform the company immediately if you will be unable to complete it for any reason.

The Company reserves the right to terminate any contract at any time should the event referred to be cancelled for any reason.

5. WORK

The Company may offer you additional contracts from time to time as race team plans for events may change.

The precise description and nature of your work may be varied with each assignment and you may be required to carry out other duties as necessary to meet business needs. You will be informed of the requirements at the start of each assignment.

Before offering you an assignment the Company will require certain documents from you to satisfy itself that you are legally entitled to work in the UK.

You confirm that all your team are legally entitled to work in the UK without any additional immigration approvals and agree to notify the Company immediately if you cease to be so entitled at any time.

6. PLACE OF WORK



The Company may offer you work at various locations. You will be informed of the relevant place of work for each event by email.

7. HOURS OF WORK

Your hours of work will vary depending on the operational requirements of the Company and the terms of your contract. You will be informed of the required hours for each event.

You will be entitled to a lunch break of one hour where your assignment requires you to work more than six hours in any one day.

8. Payment

The contract parameters must be agreed in advance, with a price agreed. You will be issued an official order for the relevant amount; your invoice can be submitted immediately after the event to which the contract applies

Your food, accommodation and transport are your responsibility and should be considered when drawing up any agreement.

9. HOLIDAYS

Subcontractors are not entitled to holiday pay

10. SICKNESS

If you have accepted an offer of a contract but are subsequently unable to complete the task, you must notify the Team Principal of the reason immediately

11. COMPANY RULES AND PROCEDURES

During each contract you are always required to follow the relevant Company rules, policies, and procedures in force from time to time [and which are available on our intranet].

12. CONFIDENTIAL INFORMATION

You shall not use or disclose to any person, either during or at any time after your engagement by the Company, any confidential information about the business or affairs of the Company, or about any other matters which may come to your knowledge as a result of carrying out assignments. For the purposes of this clause, confidential information means any information or matter which is not in the public domain and which relates to the affairs of the company.

Publication via social media of any Praga run cars or guest drivers including celebrities or public figures may only be re-posts of Praga official posts.

You shall not post privately taken photographs of any of the Praga run cars or the individuals within them without the written permission to do so Praga Ltd, this may be enforced with legal Penalties.

The restriction in this clause does not apply to:

- prevent you from making a protected disclosure within the meaning of section 43A of the Employment Rights Act 1996; or
- use or disclosure that has been authorised by the Company or is required by law or in the course of your duties.



13. COMPANY PROPERTY

All documents, manuals, hardware and software provided for your use by the Company, and any data or documents (including copies) produced, maintained or stored on the Company's computer systems or other electronic equipment (including mobile phones), remain the property of the Company.

Any Company property in your possession and any original or copy documents obtained by you in the course of your work for the Company shall be returned to the Team principal at any time on request and in any event at the end of each assignment.

14. TERMINATION

If you wish your name to be removed from the Company's supplier list, you should inform the Team Principal as soon as possible.

The Company may remove your name from its supplier list if you are unable to accept a contract on two or more occasions.

The Company may terminate this contract immediately by giving notice in writing to you if it considers that you have committed any serious breach of its terms or committed any act of gross misconduct. Non-exhaustive examples of gross misconduct include dishonesty, theft, fighting, misuse of drugs or alcohol or any other acts or omissions which might bring the Company into disrepute.

15. GOVERNING LAW

This contract will be governed by the law of England and Wales.

Company Name

Position

Signed

Dated