Appendix 1 – Register of Reference Documents

Title	Author
2020 Challenge for Scotland's Biodiversity - A Strategy for	
the conservation and enhancement of biodiversity in	Scottish Government
Scotland	
Addressing Barriers to Accessibility on the Trunk Road	Transport Coatland
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Method C856: 2004 Standard Practice for Petrographic	and Materials Standard
Examination of Hardened Concrete	and Materials Standard
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Method C876 - 15 Standard Test Method for Corrosion	and Materials Standard
Potentials of Uncoated Reinforcing Steel in Concrete	and Materials Standard
American Society for Testing and Materials Standard Test	American Society for Testing
Method E1844 Standard Specification for A Size 10 x 4-5	and Materials Standard
Smooth-Tread Friction Test Tire - 1 June 2008	and Materials Standard
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Ancillary Assets Scheme Development Guidance	Transport Scotland
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British Standard 3882:2015 - Specification for topsoil	British Standards Institution
British Standard 4019:1993 - Rotary Core Drilling	British Standards Institution
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British Standard 4800:2011 - Schedule of paint colours for	British Standards Institution
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British Standard 5385-1:2018 - Wall and floor tiling. Design	
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tiling in normal internal conditions. Code of practice	
British Standard 594987 - Asphalt for roads and other	
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paved areas. Method of test for the determination of the	
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British Standard 6463-102:2001 - Quicklime, hydrated lime	
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British Standard 7533-1:2001 - Pavements constructed	
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General requirements and dimensions	ווסוו סומוועמועס וווסנונענוטוו

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British Standard EN ISO 14001:2015 - Environmental	
management systems. Requirements with guidance for	British Standards Institution
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British Standard EN ISO 1461:2009 - Hot dip galvanized	
coatings on fabricated iron and steel articles.	British Standards Institution
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British Standard EN ISO 14731:2006 - Welding	British Standards Institution
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British Standard EN ISO 16810:2014 - Non-destructive	Duitich Oten dende Institution
testing. Ultrasonic testing. General principles	British Standards Institution
British Standard EN ISO 2505:2005 - Thermoplastics	
pipes. Longitudinal reversion. Test methods and	British Standards Institution
parameters	
British Standard EN ISO 3834-5:2015 - Quality	
requirements for fusion welding of metallic materials.	
Documents with which it is necessary to conform to claim	British Standards Institution
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3834-3 or ISO 3834-4	
British Standard EN ISO 527-1:2012 - Plastics.	Pritich Standards Institution
Determination of tensile properties. General principles	British Standards Institution
British Standard EN ISO 580:2005 - Plastics piping and	
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Methods for visually assessing the effects of heating	
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Appendix 2 – Form of Key Supplier / Key Sub-Contractor Guarantee

This is the draft Key Supplier/Key Sub-Contractor's [Guarantee]/Collateral Warranty referred to in the Network Management Contract between the Scottish Ministers and [Operating Company] relative to the [South East Unit/South West Unit etc].

- DRAFT -

KEY SUPPLIER/KEY SUB-CONTRACTOR'S [GUARANTEE]/COLLATERAL WARRANTY

between

[• insert name of Sub-Contractor]

and

Scottish Ministers

And

[Operating Company]

[Guarantee]/Collateral Warranty by Key Supplier/Key Sub-Contractor relative to the Network Management Contract for the [South East Unit/South West Unit etc].

AGREEMENT

BETWEEN:

- [● insert full legal name of Key Supplier/Key Sub-Contractor], a company incorporated under the Companies Acts (company number [●]) and having its registered office at [●] (the "Sub-Contractor")
- 2. Scottish Ministers [insert details] (the "Beneficiary", which expression shall include its successors in title and permitted assignees); and
- 3. [insert full legal name of Operating Company], a company incorporated under the Companies Acts (company number [insert]) and having its registered office at [insert address] (the "Operating Company")

WHEREAS:

RECITALS

- (A) By the Network Management Contract, the Beneficiary has employed or is about to employ the Operating Company to provide Operations to and at the Unit.
- (B) By the Sub-Contract, the Operating Company has employed or is about to employ the Sub-Contractor to carry out works and/or services and/or provide products in connection with the Unit.
- (C) The Beneficiary is the Employer under the Network Management Contract.
- (D) The Sub-Contractor has in order to implement the Sub-Contract agreed to enter into this Agreement for the benefit of the Beneficiary and its successors in title and permitted assignees.

IT IS HEREBY AGREED AS FOLLOWS:

1. DEFINITIONS AND INTERPRETATION

1.1 Definitions

In this Agreement including the recitals, the following words and expressions shall have the following meanings, unless the context otherwise requires:

"Network Management Contract" means the contract entered into or to be entered into between the Beneficiary and the Operating Company for the Operations and includes any documents or arrangements which are supplemental or ancillary to such contract by way of variation or otherwise;

"Business Day" means a day, other than a Saturday or Sunday, on which banks are generally open for business in Edinburgh;

"**Unit**" has the meaning given to it in the Network Management Contract as the same may from time to time be varied or supplemented pursuant to the Network Management Contract;

"Operations" has the meaning given to it in the Network Management Contract as the same may from time to time be varied or supplemented pursuant to the Network Management Contract;

"Practical Completion" means the date of practical or substantial completion of the Sub-Contract Works;

"Sub-Contract" means the sub-contract entered into or to be entered into between the Operating Company and the Sub-Contractor for the carrying out and completion of the Sub-Contract Works and includes any documents or arrangements which are supplemental or ancillary to such sub-contract by way of variation or otherwise; and

"Sub-Contract Works" means the work, services and products [• insert brief description of the Sub-Contract Works] to be provided, carried out and completed by the Sub-Contractor pursuant to the Sub-Contract, as more specifically described in the Sub-Contract, as the same may from time to time be varied or supplemented pursuant to the Sub-Contract.

1.2 Interpretation

In this Agreement, unless the context otherwise requires:

- 1.2.1 A reference to the singular shall include the plural, and *vice versa*, and a reference to any gender shall include all other genders.
- 1.2.2 Words importing persons shall include individuals, firms, partnerships, corporations, governments, governmental bodies and departments, authorities, agencies, unincorporated bodies of persons or associations and any other organisations having legal capacity.
- 1.2.3 The headings in this Agreement are inserted for ease of reference only and shall not affect the interpretation or construction of this Agreement.
- 1.2.4 Except where the context otherwise requires, a reference to a clause is a reference to a clause of this Agreement and, unless it is a specific reference to part of the clause only, is a reference to all the provisions of that clause.

- 1.2.5 Any reference to any statute or statutory provision shall include references to any statute or statutory provision which amends, extends, consolidates or replaces the same or which has been amended, extended, consolidated or replaced by the same and shall include any orders, regulations or other delegated or subordinate legislation made under the relevant statute.
- 1.2.6 References to this Agreement or to any other agreement or document shall be deemed to include a reference to this Agreement or the relevant agreement or document as amended, supplemented, substituted, novated or assigned from time to time (in each case in accordance with the terms of this Agreement or the relevant agreement or document).
- 1.2.7 Any reference to a person shall be deemed to include any successor to that person or any person which has taken over the functions or responsibilities of that person.
- 1.2.8 Unless otherwise provided, any notice, agreement, approval or waiver which requires to be issued, made or given in terms of this Agreement shall require to be issued, made or given in writing.

2. SUB-CONTRACTOR'S WARRANTIES

- 2.1 The Sub-Contractor warrants and undertakes to the Beneficiary that the Sub-Contractor has duly performed and observed, and shall continue to duly perform and observe, all the terms, provisions, conditions and stipulations expressed in or arising out of the Sub-Contract on the Sub-Contractor's part to be performed and observed.
- 2.2 Without prejudice to the generality of Clause 2.1, the Sub-Contractor warrants and undertakes to the Beneficiary that the Sub-Contractor has carried out and completed and/or shall carry out and complete the Sub-Contract Works and (to the extent that the Sub-Contractor is responsible under the Sub-Contract for design) the design of the Sub-Contract Works in accordance with the Sub-Contract; and (without prejudice to the generality of the foregoing) the Sub-Contractor further warrants and undertakes that in relation to the design of the Sub-Contract Works (including the selection of goods and materials for the Sub-Contract Works), insofar as the Sub-Contractor is responsible for the same pursuant to the Sub-Contract, the Sub-Contractor has exercised and shall continue to exercise the reasonable skill and care of a professionally qualified and competent architect, engineer or other design consultant of the relevant discipline who is experienced in designing products and/or works of a similar size, scope, value, purpose and complexity as the Operations.
- 2.3 The Sub-Contractor acknowledges and agrees that it owes a duty of care to the Beneficiary in relation to the performance of the Sub-Contractor's duties and obligations under or arising out of the Sub-Contract, and that the Beneficiary shall be deemed to

have relied upon the warranties and undertakings given by the Sub-Contractor under this Agreement.

- 2.4 The obligations, duties and liabilities of the Sub-Contractor under or arising out of this Agreement shall not be limited or excluded by any inspection or inquiry into any matter which may be made or carried out by or for the Beneficiary nor by any failure or omission to carry out such inspection or inquiry, nor by any approval or consent by the Beneficiary (or failure to give approval or consent) to make or carry out any inspection or inquiry and whether or not any independent liability of any person to the Beneficiary arises in connection therewith.
- 2.5 Subject always to Clause 2.7, the Sub-Contractor shall have no greater duties or obligations, and shall be entitled in any action or proceedings by the Beneficiary under or arising out of this Agreement to rely on any limitation or exclusion of liability in the Sub-Contract and to raise the equivalent rights in defence of liability, as the Sub-Contractor would have had if the Sub-Contractor been appointed jointly by the Beneficiary and the Contractor under the Sub-Contract.
- 2.6 The Sub-Contractor shall not be entitled to contend in defence of any action or proceedings under or arising out of this Agreement or otherwise that the Sub-Contractor's liability to the Beneficiary is affected or diminished on the grounds that the Operating Company has suffered no loss or could not have suffered the loss suffered by the Beneficiary, or that the Operating Company has suffered a loss different from the Beneficiary, by reason of any breach by the Sub-Contractor of this Agreement. The parties hereto agree that the liability of the Sub-Contractor for any breach of this Agreement shall not be so affected or diminished. Furthermore, the Sub-Contractor shall not be entitled to raise, in defence of any action or proceedings under or arising out of this Agreement or otherwise, any defence of retention, set-off, compensation, reduction or counterclaim in respect of amounts due to the Sub-Contractor under the Sub-Contract or any other monies due by the Operating Company to the Sub-Contractor.

3. PROHIBITED MATERIALS

- 3.1 Without prejudice to the generality of Clause 2, the Sub-Contractor warrants and undertakes to the Beneficiary that insofar as the Sub-Contractor is responsible pursuant to the Sub-Contract for the selection of goods or materials for use in the Sub-Contract Works, the Sub-Contractor has exercised and shall continue to exercise the level of reasonable skill and care referred to in Clause 2.2 not to use and/or to specify for use in the Sub-Contract Works any goods or materials:
 - 3.1.1 which by their nature or application contravene any applicable British or European Standard and/or which have been supplied and/or placed on the market in breach of statutory requirements; or

- 3.1.2 which contravene the recommendations of the BCO Guide "Good Practice in the Selection of Construction Materials" current at the date of entering into the Sub-Contract.
- 3.2 The Sub-Contractor shall in any event notify the Beneficiary and the Operating Company in the event that the Sub-Contractor becomes aware that any goods or materials, which are not in accordance with the said guidelines, have been used in any part of the Operations.

4. OBLIGATIONS PRIOR TO TERMINATION OR SUSPENSION OF THE SUB-CONTRACT

- 4.1 The Sub-Contractor warrants and undertakes to the Beneficiary that the Sub-Contractor shall not exercise or seek to exercise any rights of termination of the Sub-Contract or its employment thereunder, nor discontinue or suspend the performance of any of the Sub-Contractor's services, duties or obligations under the Sub-Contract for any reason, including breach on the part of the Operating Company, without giving to the Beneficiary not less than 28 days' notice of the Sub-Contractor's intention to do so and specifying the grounds for the proposed termination, discontinuance or suspension.
- 4.2 Any period stipulated in the Sub-Contract for the exercise by the Sub-Contractor of a right of termination or suspension shall nevertheless be extended as may be necessary to take account of the period of notice required under Clause 4.1.
- 4.3 Compliance by the Sub-Contractor with the provisions of Clause 4.1 shall not be treated as a waiver of any breach on the part of the Operating Company giving rise to the right of termination, discontinuance or suspension nor otherwise prevent the Sub-Contractor from exercising its rights after the expiration of the notice unless the right of termination, discontinuance or suspension shall have ceased under the provisions of Clause 5.

5. BENEFICIARY'S STEP IN RIGHTS

- 5.1 The right of the Sub-Contractor to terminate the Sub-Contract or its employment thereunder or to suspend or discontinue performance of the Sub-Contract Works shall cease within the period of 28 days referred to in Clause 4.1 if within the said period the Beneficiary gives notice to the Sub-Contractor:
 - 5.1.1 requiring the Sub-Contractor to continue to perform its duties and obligations under the Sub-Contract;
 - 5.1.2 acknowledging that the Beneficiary (or its nominee) is assuming all the rights and shall perform all the obligations of the Operating Company under the Sub-Contract; and

- 5.1.3 undertaking to pay to the Sub-Contractor any sums which have become due and payable to the Sub-Contractor under the Sub-Contract but which remain unpaid, and to discharge all payments which may subsequently become due and payable to the Sub-Contractor pursuant to the Sub-Contract.
- 5.2 Upon compliance by the Beneficiary with the requirements of Clause 5.1, the Sub-Contract shall continue in full force and effect as if the right of termination, discontinuance or suspension on the part of the Sub-Contractor had not arisen and in all respects as if the Sub-Contract had been made between the Sub-Contractor and the Beneficiary (or its nominee) to the exclusion of the Operating Company.
- 5.3 Notwithstanding that as between the Operating Company and the Sub-Contractor the Sub-Contractor's right of termination, discontinuance or suspension may not have arisen, the provisions of Clause 5.2 shall nevertheless apply if the Beneficiary gives notice to the Sub-Contractor and the Operating Company to that effect and the Beneficiary or its nominee complies with the requirements on its part under Clause 5.1.
- 5.4 The Sub-Contractor shall not be concerned or required to enquire whether, and shall be bound to assume that, as between the Operating Company and the Beneficiary, circumstances have occurred permitting the Beneficiary to give notice under Clause 5.3. Upon the giving of the notice by the Beneficiary to the Sub-Contractor under Clause 5.3, the Sub-Contract shall continue in force as if it had been made between the Sub-Contractor and the Beneficiary (or its nominee) to the exclusion of the Operating Company.
- 5.5 Upon payment by the Beneficiary in accordance with Clause 5.1 of sums owed to the Sub-Contractor, the Beneficiary shall be entitled to recover such sums from the Operating Company, and by its execution of this Agreement, the Operating Company accepts liability to the Beneficiary for such sums.
- 5.6 The Operating Company acknowledges that by acting in accordance with the provisions of this Clause 5, the Sub-Contractor shall not by so doing incur any liability to the Operating Company.

6. PROFESSIONAL INDEMNITY INSURANCE

6.1 The Sub-Contractor shall take out [professional indemnity] [product liability] insurance with insurers lawfully carrying on insurance business in the [United Kingdom] [European Union], in an amount not less than [• insert amount of PII / product liability insurance that the Sub-Contractor is obliged by its Sub-Contract to maintain] [for any one claim] [in the aggregate in any one year of insurance];1 and provided that such insurance

¹ Basis of PII cover to reflect the basis of cover required by the Sub-Contract.

remains available at commercially reasonable rates and upon commercially reasonable terms, the Sub-Contractor shall maintain such [professional indemnity] [product liability] insurance [until the expiry of twelve (12) years after Practical Completion.

- 6.2 As and when reasonably requested by the Beneficiary, the Sub-Contractor shall provide evidence in the form of a broker's certificate showing that the insurance referred to in Clause 6.1 is being maintained.
- 6.3 The Sub-Contractor shall immediately notify the Beneficiary if the insurance referred to in Clause 6.1 ceases to be available at commercially reasonable rates and/or upon commercially reasonable terms. The Sub-Contractor shall in such circumstances maintain [professional indemnity] [product liability] insurance in such amount as is then available at commercially reasonable rates and upon commercially reasonable terms.

7. DOCUMENTS

- 7.1 The Sub-Contractor hereby grants and/or shall grant to the Beneficiary an irrevocable, royalty-free, non-exclusive licence to use and/or reproduce all documents, drawings, models, plans, specifications, schedules, calculations, photographs, brochures, reports, notes of meetings, CAD and/or BIM materials and any other work (including computer software) and the designs contained within them produced by or for the Sub-Contractor in relation to the Sub-Contract Works, the Operations, the site of the Operations and/or the Unit (whether in existence or to be made) (the "Documents") for any purpose connected with the Operations, the site of the Operations and/or the Unit Development, including without limitation the construction, execution, completion, reconstruction, modification, extension, repair, reinstatement, refurbishment, development, maintenance, use, letting, occupation, management, sale, promotion and advertisement thereof. Such licence shall carry the right to grant sub-licences on terms equivalent to the provisions of this Clause 7.1 and the Beneficiary's licence and such sub-licences shall be transferable without the prior consent of the Sub-Contractor to others without charge and shall subsist notwithstanding the termination (for any reason) of the Sub-Contract or the Sub-Contractor's employment thereunder. The copyright in the Documents shall remain vested in the Sub-Contractor. The Sub-Contractor will not be liable for any misuse of the Documents.
- 7.2 Insofar as the Sub-Contractor is the author (as referred to in the Copyright, Designs and Patents Act 1988) of any of the Documents and/or any part of the Sub-Contract Works, the Sub-Contractor waives any moral rights which the Sub-Contractor might otherwise be deemed to possess under Chapter IV of such Act in respect thereof. If requested by the Beneficiary, the Sub-Contractor shall use all reasonable endeavours to procure for the Beneficiary a corresponding waiver from the author (as referred to in such Act) of the remainder of the Documents and of the Sub-Contract Works in respect of the same.
- 7.3 The Sub-Contractor shall on request provide to the Beneficiary or to any persons authorised in writing by the Beneficiary:

- 7.3.1 access to the Documents at any reasonable time, at no cost to the Beneficiary; and
- 7.3.2 a copy of any or all of the Documents (in electronic form, if so requested by the Beneficiary), as may be requested by the Beneficiary, no later than 14 days after receipt of a written request by the Beneficiary, in which event the Sub-Contractor shall be entitled to payment of the Sub-Contractor's reasonable copying charges for providing copies of such Documents.
- 7.4 Any royalties or other sums payable in respect of the supply and/or use of any patented articles, processes or inventions required in connection with the Sub-Contract Works shall be paid by the Sub-Contractor. The Sub-Contractor warrants that the use and/or reproduction of any of the Documents for the purposes set out in clause 7.1 will not infringe the rights of any third person. The Sub-Contractor shall indemnify and keep indemnified the Beneficiary in relation to any claim by any third party arising out of or in connection with the use and/or reproduction of any of the Documents in accordance with clause 7.1.

8. NOTICES

- 8.1 Any notice or other communication required to be given under this Agreement shall be validly served only if served by:
 - (a) prepaid recorded delivery or special delivery post addressed as set out in this Clause 8; or
 - (b) delivery by a recognised firm of couriers to such address

and any notice or other communication so served shall subject to proof to the contrary be deemed to have been served:

- (i) in the case of (a) above, two Business Days after posting the same;
- (ii) in the case of (b) above, upon delivery.

In proving service, it shall be sufficient to prove that the notice or other communication was properly addressed and posted or that delivery took place.

8.2 Any notice or other communication given in accordance with this clause shall be addressed as follows:

(a)	to [● insert name of Sub-Contractor]:
	[• insert full name and address]
	marked for the attention of [•]
(b)	to Scottish Ministers
	[• insert full name and address]
	marked for the attention of [•]
(c)	to [• insert name of Operating Company]:
	[• insert full name and address]
	marked for the attention of [•]
	Each party may change its nominated address for the purposes of this clause by prior notice to the other parties.
9.	ASSIGNATION
9.1	The benefit of this Agreement or any rights hereunder shall be assignable by the Beneficiary on two occasions only without the consent of the Sub-Contractor being required. No further or other assignation shall be permitted without the consent of the Sub-Contractor (such consent not to be unreasonably withheld or delayed).
9.2	The Sub-Contractor may not assign any of its rights or obligations under this Agreement.
9.3	The Sub-Contractor agrees and undertakes not to contend in the course of proceedings under or arising out of this Agreement that its liability to an assignee is affected or diminished where the preceding assignors have suffered no loss or could not have suffered the loss suffered by the assignee, or that the assignors suffered a loss different from the assignee by reason of any breach or failure by the Sub-Contractor.

10. FURTHER WARRANTIES

10.1 No action or proceedings under this Agreement or for breach thereof shall be commenced against the Sub-Contractor [after the expiry of 12 years from Practical Completion].

11. GOVERNING LAW AND JURISDICTION

- 11.1 This Agreement shall be governed by, construed and receive effect in accordance with the Law of Scotland.
- 11.2 The parties submit to the exclusive jurisdiction of the Scottish Courts as regards any claim or matter arising under or out of this Agreement.

The parties hereby consent to the registration of this Agreement for registration and execution. IN WITNESS WHEREOF these presents consisting of this and the [•] preceding pages are executed as follows: Subscribed for and on behalf of the Sub-Contractor: Full Name of Director / Signature of Director / Company Secretary Company Secretary In the presence of this witness Signature of witness Full name of witness Address of witness Date when signed: Town where signed:

Subscribed for and on behalf of Scottish N	/linisters
Full Name of authorised signatory	Signature of authorised signator
In the presence of this witness	Signature of witness
Full name of witness	
Address of witness	
Date when signed:	
Town where signed:	

Subscribed for and on behalf of [insert Operating Company 's full legal name]:	
Full Name of Director /	Signature of Director / Company Secretary
Company Secretary	
In the presence of this witness	Cignature of witness
In the presence of this witness	Signature of witness
Full name of witness	
Address of witness	
Date when signed:	
Town where signed:	

Appendix 3 – Form of Model Bond & Undertaking and Parent Company Guarantee

BOND AND UNDERTAKING

by

To be inserted (registered number and registered office to be included)

(hereinafter referred to as the "Guarantor") to

The Scottish Ministers

WHEREAS

[Name of the Operating Company to be inserted, including the registered number and the registered office, where applicable] (hereinafter referred to as the "Operating Company") and the Scottish Ministers have entered into a contract dated [to be inserted] for the management and maintenance of the Scottish Trunk Road Network for the South East Unit (hereinafter referred to as "the Contract"),

NOW THEREFORE [Name of Guarantor to be inserted] AND THE SCOTTISH MINISTERS HAVE AGREED AS FOLLOWS:

- Subject to Clause 4 hereof, we, [Name of Guarantor to be inserted] (hereinafter referred to as the "Guarantor") give you The Scottish Ministers our bond and undertaking and bind and oblige ourselves to pay to you, The Scottish Ministers, within ten (10) Working Days of your first demand in writing (a "Demand") stating that the Contractor is in breach of its obligations under the Contract, the sum stated in such Demand provided that such Demand:
 - (a) shall be delivered to us by hand, by post or by courier service, and
 - (b) shall be accompanied by a statement by you or on your behalf that the Contractor is in breach of its obligations under the Contract.
- 2. We hereby agree that we shall fulfil our obligations under this Bond and Undertaking without proof or conditions save as expressly provided herein and that receipt by us of a Demand in accordance with the terms of this Bond and Undertaking shall be conclusive evidence to our liability to pay the sum stated in the Demand.
- 3. This Bond and Undertaking shall expire and the Guarantor's liability hereinafter shall be released and discharged absolutely, at the end of the Contract Period or

- settlement of the final account whichever is the later except in respect of any demand in writing made before such date.
- 4. The Guarantor's liability under this Bond and Undertaking shall not exceed in aggregate the sum of £2,000,000.
- This Bond and Undertaking and the benefit thereof shall not be assigned by any of the parties hereto without the prior written consent of all the parties hereto.
- 6. This Bond and Undertaking shall be governed by and construed in accordance with the laws of Scotland and the parties hereto submit to the jurisdiction of the Scottish Courts:

IN WITNESS WHEREOF these presents consisting of this page 2 of 2 and the preceding page 1 of 2 are duly signed and witnessed:

Dated this	day of	
Signature	in the capacity	of
Name		(print in BLOCK CAPITALS)
Witness signature		
Witness name		(print in BLOCK CAPITALS)
Duly authorised to sign a Bond Guarante	e or Undertaking	g for and on behalf of:
Postal Address:		
Telephone No:	Facsim	ile No:

PARENT COMPANY GUARANTEE

Parent Company Guarantee as set out in Schedule 6 Clarifications and Other Documentation, Appendix 1 Attachment 1.4 Annex F to Form of Tender: Form of Final Tender Parent Company Guarantee

Appendix 4 - TUPE Information and Pension Matters

1.1 Transfer of Undertakings

- 1.1.1 The Parties acknowledge that the Transferring Employees will transfer to the employment of the Operating Company and become Contract Personnel of the Operating Company on the Commencement of Service Date.
- 1.1.2 Prior to and after Commencement of Service the Operating Company will comply with their obligations under the TUPE Regulations. The Operating Company warrants that it will comply with its obligations under the TUPE Regulations on total or partial cessation of Operations and it will procure that any contractor or subcontractor of any tier will comply with those obligations.
- 1.1.3 The Scottish Ministers shall not be liable for any failure of the Operating Company or any contractor or sub-contractor (of any tier) to fulfil its obligations under the TUPE Regulations.
 - From Commencement of Service the Operating Company will pay, provide and settle in full all remuneration and benefits of any kind which are due to the Contract Personnel. These will be paid or provided no later than the date such remuneration and or benefits are due.
- 1.1.4 At any time during the existence of this Contract or after its expiry or termination, the Operating Company shall provide to the Scottish Ministers in writing such Contract Personnel Information as the Scottish Ministers may require.
 Such information shall be provided within four weeks of receipt of any request, or such other reasonable period as agreed by the Scottish Ministers, and in such formats as may be specified by the Scottish Ministers.
- 1.1.5 The Operating Company shall supply the TUPE Information described in Table 2.1.17/A of this Schedule 1 Conditions of Contract, Appendix 4 TUPE Information and Pension Matters, whether requested or not to the Scottish Ministers in writing (or in such format as may be specified by the Scottish Ministers), at least twenty four (24) months before the Service End Date. The TUPE Information is only to include details relating to those Contract Personnel who are employees of the Operating Company (and or any contractor or subcontractor of any tier) and will be organised by reference to the particular employer.

Table 2.1.17/A - TUPE Information Required

Required Information

Date of Birth.

Gender.

Employer.

Job/post title.

Department.

Location of each employee post.

Basic Hours per week.

Which of the various standard terms and conditions of employment is applicable (by reference to the one complete copy of the standard terms and conditions of employment which is to be provided for each employee or for each particular category of employee).

Annual Salary or wage, including additional benefits and earnings including overtime, bonuses, standby, call out, ad hoc allowance, shift allowance, 13 week average wage, share schemes, buy/sell leave, BUPA Dental, BUPA Medical and confirmation that bonus payments are contractual.

Overtime rates and conditions.

Accommodation and travel allowances paid as part of employment package (excludes information on reimbursement of "as incurred expenses").

Frequency of salary or wage payments, and pay date.

Leave entitlement – annual and public holiday.

Contract type – permanent or temporary, and whether full time or part time.

Company Car/Vehicle scheme details – Car/Van/Allowance, if allowance how much, is vehicle taken home, car model, if fuel provided, mileage rate.

Details of any other ad hoc allowances i.e. first aid, fire warden, flexitime etc.

Date of commencement of last period of service.

Period of notice for each employee to terminate employment.

Pension scheme terms and conditions, including sufficient information to enable the potential liabilities of potential transferees to be understood in respect of the rights that do transfer.

Employee pension details – in standard scheme or entitled to it, employee contribution, employer contribution, fully funded, list impact on pension membership of any enhanced remuneration and benefits which transfer under TUPE.

Whether an active member of a Local Government Pension Scheme.

Required Information

Details of Life Assurance e.g. 2 x Salary.

Training records and qualifications.

Future training cost commitments.

Long term sick leave records.

Details of sick pay entitlement.

Trade Union Recognition.

Disciplinary records.

Details of any entitlement to enhanced rights on being made redundant (whether it is an entitlement to a cash payment or a pension benefit).

Details of the percentage of the total time employed that each employee is engaged in performance of the Operations.

Details of the percentage of total time employed that each employee is engaged in performance of the Operations in the last 6 months.

Continuous service date.

Copies of rules of any pension scheme which any employee is a member of.

Maternity leave, paternity leave and parental leave records.

Pay Grade, Pay Review Details, and Pay Agreements.

Details of any court or tribunal case, claim or action (i) brought by an employee against the transferor within the past two years or (ii) that the transferor has reasonable grounds to believe that an employee may bring against the transferee, arising out of the employee's employment with the transferor.

Details of which of the various collective agreements apply (by reference to the one complete copy which is to be provided of each and every collective agreement which will have affect after the transfer).

Details of any current, outstanding or anticipated grievances or disputes in the past two years.

1.1.6 After the TUPE Information has been provided, the Operating Company shall notify the Scottish Ministers in writing of any change to any part of the TUPE Information (such information being the "Updated TUPE Information") and shall co-operate with any reasonable requests made by the Scottish Ministers or any prospective tenderer or incoming operating company concerning the TUPE Information and or the Updated TUPE Information all within fourteen (14) days of a change or receipt of a request, whichever is the earlier.

- 1.1.7 The Operating Company warrants that the TUPE Information, the Updated TUPE Information and Contract Personnel Information, will be complete and accurate as at the date it is supplied to the Scottish Ministers.
- 1.1.8 The Operating Company irrevocably waives, and procures that its contractors, and sub-contractors of any tier, irrevocably waive, the right of confidentiality and any other right that it or they may have in respect of the TUPE Information, the Updated TUPE Information, or the Contract Personnel Information.
- 1.1.9 The Scottish Ministers may disclose any of the TUPE Information, Updated TUPE Information and Contract Personnel Information to any prospective tenderer and incoming operating company and will ensure that, prior to such disclosure, the prospective tenderer or the incoming operating company undertakes not to disclose (unless required by law to do so) such information to any other person other than a person who:
 - (i) is a servant, agent or legal adviser of the prospective tenderer or incoming operating company, and
 - (ii) has undertaken not to disclose that information unless required by law to do so.

If after the Service End Date:

(iii) any contract of employment relating to an individual (a) who is not included in the TUPE Information provided under Clause 1.1.15 of this Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters or otherwise, or (b) who is included in the TUPE Information provided under Clause 1.1.15 of this Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters but who has been identified by the Operating Company as not being eligible to transfer as provided for by Clause 1.1.15 of this Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters, or (c) who has been included in the TUPE Information provided under Clause 1.1.15 of this Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters or otherwise but has incorrectly been identified as being eligible to transfer by the Operating Company under Clause 1.1.15 of this Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters (together the "Undisclosed Employees"), shall have effect as if originally made between the Scottish Ministers (or an incoming operating company) and the individual or any individual Undisclosed Employee claims that their contract has this effect, or

(iv) any collective agreement shall have effect as if originally made between the Scottish Ministers (and or an incoming operating company) and any party to the collective agreement or any party claims that a collective agreement has this effect (together the "Undisclosed Agreements"),

the Scottish Ministers (or an incoming operating company) may forthwith terminate the Undisclosed Agreements and or employment of the Undisclosed Employees.

- 1.1.10 The Operating Company shall indemnify and keep indemnified the Scottish Ministers or (if the Scottish Ministers so direct) any incoming operating company in respect of any claims, costs (including Scottish Ministers' costs), expenses, payments, damages, compensation awards and liabilities arising from:
 - (i) any claim by any person that the transfer of his employment to an incoming operating company (or any contractor or subcontractor of any tier) or Scottish Ministers involves or would involve a substantial change in working conditions to his material detriment or a claim that it gives or would give him grounds to claim constructive dismissal or any objection to the transfer by a Transferring Employee,
 - (ii) the employment of the Contract Personnel and the Undisclosed Employees by the Operating Company (or any contractor or subcontractor of any tier),
 - (iii) the employment of the Undisclosed Employees, the termination of the employment of the Undisclosed Employees or the termination of the Undisclosed Agreements, in each case by the Scottish Ministers or an incoming operating company,
 - (iv) any act or omission by the Operating Company (or any contractor or subcontractor of any tier) in relation to the Contract Personnel,
 - (v) any claim (including any entitlement of any Contract Personnel or Undisclosed Employee consequent on such a claim) by any trade union or staff association or employee representative arising from or connected with any failure by the Operating Company (or any contractor or subcontractor of any tier) to comply with any legal obligation to such trade union or staff association or employee representative (whether under the TUPE Regulations or otherwise).
 - (vi) any failure by the Operating Company (and or any contractor or subcontractor of any tier) to comply with its obligations under Clause 1 of this Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters, and

- (vii) any failure by the Operating Company or any contractor or subcontractor of any tier, to comply with its obligations under regulations 11 and 13 of the TUPE Regulations at any time.
- 1.1.11 The Operating Company shall indemnify the Scottish Ministers and be liable for any additional employment costs incurred by the Scottish Ministers and any successor organisation to the Operating Company resulting from inaccurate or incomplete information submitted by the Operating Company under this Clause 1 of Schedule 1 Conditions of Contract, Appendix 4 TUPE Information and Pension Matters. Employment costs referred to in this clause shall also include costs of terminating employment of individuals and costs resulting from the Scottish Ministers' and the successor's organisation's representation at employment tribunals.
- 1.1.12 The Operating Company shall or shall procure that its contractors, sub-contractors and suppliers of any tier to whom any Contract Personnel transfer under TUPE shall:
 - ensure that all Contract Personnel are engaged on terms and conditions of employment which are no less favourable overall than those applying to them immediately before the Commencement of Service Date;
 - (ii) subject to Clause 1.1.12(i) of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters ensure that the terms and conditions offered to any new employees who are being employed or engaged in the Operations are offered after full consultation with the representatives of any recognised trade union of the Contract Personnel or, in the event that there is no recognised trade union for the Contract Personnel, with other elected representatives of such Contract Personnel;
 - (iii) subject to Clause 1.1.12(i) and Clause 1.1.14 of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters, ensure that any changes to the terms and conditions of the Contract Personnel are achieved after full consultation with the representatives of any recognised trade union of such Contract Personnel or, in the event that there is no recognised trade union for such Contract Personnel, with other elected representatives of such Contract Personnel;
 - (iv) use all reasonable endeavours to promote and conduct fair employment practices and best practice in relation to health and safety and equal opportunities and maintain a constructive approach to employee relations, including to the question of trade union recognition.
 - support any government sponsored review of any guidelines,
 recommendations or requirements in relation to public private partnerships
 in Scotland and the Operating Company shall provide (and shall procure

- that any of its contractors, sub-contractors and suppliers of any tier shall provide) the Scottish Ministers with all such advice, information or other support as it shall require to enable it to assist any such reviews;
- (vi) provide in writing to the Scottish Ministers immediately upon a request from the Scottish Ministers subject to its obligations relating to data protection and confidentiality, all such information or documentation as the Scottish Ministers may require acting reasonably to enable it to review and monitor the extent to which the Operating Company (or any of its contractors, subcontractors and suppliers of any tier) complies with the conditions set out in the document "Public Private Partnerships in Scotland – Protocol and Guidance Concerning Employment Issues" and the Statutory Guidance on the Selection of Tenderers and Award of Contracts - Addressing Fair Work Practices, including the Living Wage, in Procurement in each case as amended or replaced from time to time (or any such similar protocol, requirements or guidance issued and with which the Scottish Ministers, the Operating Company or any of its contractors, sub-contractors and suppliers of any tier may be required to comply) and in this Clause 1 of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters throughout the period of this Agreement. Such information may include (but shall not be limited to) information relating to:-
 - (a) the management arrangements for the Contract Personnel;
 - (b) the pay, terms and conditions of the Contract Personnel, including approach to supporting the Living Wage (as defined in the Statutory Guidance on the Selection of Tenderers and Award of Contracts - Addressing Fair Work Practices, including the Living Wage, in Procurement) and details of the pension arrangements for Contract Personnel;
 - (c) the variety of workforce training and development opportunities available to the Contract Personnel;
 - (d) the framework for and conduct of employee relations relating to the Contract Personnel, including the employer's approach to trade union recognition and facilities;
 - the health and safety, equal opportunities or other employment related procedures relating to the Contract Personnel;
 - (f) approach to stability of employment and hours of work, and avoiding exploitative employment practices, including for

- example, avoiding inappropriate use of zero-hours contracts; and
- (g) approach to promoting equality of opportunity and flexible working (including for example, practices such as flexi-time and career breaks) and support for family friendly working and wider work life balance;
- (vii) provide to the Scottish Ministers as soon as reasonably practicable any further information or documentation in its possession or under its control (or which it can reasonably obtain) which updates any information or documentation provided in accordance with Clause 1.1.12(vi) of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters above; and
 - (viii) warrant that the information provided to the Scottish Ministers in accordance with Clause 1.1.12(vi) and Clause 1.1.12(vii) of Schedule 1
 Conditions of Contract, Appendix 4 TUPE Information and Pension Matters above will be full, complete and accurate.
- 1.1.13 The Operating Company shall be liable for any costs incurred by the Scottish Ministers and any successor organisation to the Operating Company due to the nondisclosure by the Operating Company of any collective agreements that are subject to TUPE Regulations.
- 1.1.14 Within the period of six (6) months prior to the Service End Date, the Operating Company shall not (and shall procure that any contractor or sub-contractor of any tier shall not): (a) alter the terms and conditions of the Contract Personnel; (b) increase the number of total Contract Personnel assigned to the Operations; or (c) change the identity of the Contract Personnel unless such person is replaced with an individual of equivalent or greater level or skill and experience; without the consent of the Scottish Ministers. The requirements of this clause shall also apply following:
 - (i) the occurrence of any circumstance given in Schedule 1 Conditions of Contract, Clause 9 Termination, 9.1 Termination of this Contract which enables the Scottish Ministers to terminate the contract, or
 - (ii) the issue of a notice of termination under Schedule 1 Conditions of Contract, Clause 9 Termination, 9.1 Termination of this Contract.

The requirements of this clause do not apply to changes arising in order to comply with nationally agreed settlements or Legislation.

1.1.15 Within twenty one (21) days of service of any notice of termination under Schedule 1 Conditions of Contract, Clause 9 Termination, 9.1 Termination of this Contract, the Operating Company shall provide the Scottish Ministers with the Contract Personnel

Information and the TUPE Information. The Operating Company shall identify those employees whose details are included in the TUPE Information but who are not eligible to transfer by operation of the TUPE Regulations to the Scottish Ministers or an incoming operating company.

1.1.16 The provisions of this Clause 1 of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters shall survive the expiry or termination of this Contract howsoever arising.

1A PENSION MATTERS

- 1A.1 Operating Company to become an Admission Body
 - Where the Operating Company (or any relevant contractor or sub-contractor) employs any Pensionable Authority Employees from the Commencement of Service Date it shall offer those Pensionable Authority Employees membership of the LGPS, and the Operating Company shall procure that it (and or any relevant contractor or sub-contractor) shall become an Admission Body. The Operating Company shall before the Commencement of Service Date execute (and procure that any relevant contractor or sub-contractor executes) an Admission Agreement in accordance with the requirements set out in the Admission Agreement which will have effect from and including the Commencement of Service Date. Where the Operating Company (and or any relevant contractor or sub-contractor) fails to execute an Admission Agreement before the Commencement of Service Date or terminates the Admission Agreement while providing Operations during the Contract Period and while employing any Pensionable Authority Employees, the Scottish Ministers shall have a right of termination of this Contract in accordance with Schedule 1 Conditions of Contract, Clause 9 Termination, 9.1 Termination of this Contract.
- 1A.2 Liability for underfunding prior to **the** Commencement of Service Date
 Where the Operating Company (and/or any relevant contractor or sub-contractor)
 becomes an Admission Body, the Parties agree that the Operating Company (and or
 any relevant contractor or sub-contractor) shall not be responsible for any
 underfunding in the LGPS which relates to (and is calculated by reference to) service
 of any Pensionable Authority Employee prior to the Commencement of Service Date
 and which underfunding shall be the responsibility of the Scottish Ministers
- 1A.3 Admission Agreement

The Scottish Ministers will before the Commencement of Service Date execute the Admission Agreement referred to in this Clause 1A.1 of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters and shall use reasonable endeavours to ensure that the Administering Authority executes the said Admission Agreement before the Commencement of Service Date.

1A.4 Indemnity for a breach of the Admission Agreement

The Operating Company hereby indemnifies the Scottish Ministers and/or any future operating company, contractor or sub-contractor and, in each case, their sub-contractors on demand from and against all losses suffered or incurred by the Scottish Ministers which arise from any breach by the Operating Company (or any relevant contractor or sub-contractor) of the terms of the Admission Agreement to the extent that such liability arises before, or as a result of, the termination (howsoever caused), suspension or expiry of this Contract.

1A.5 Indemnity or bond

The Scottish Ministers will provide an indemnity to the Administering Authority under the LGPS Regulations in terms of the Admission Agreement. If the Operating Company is subsequently notified in writing by the Scottish Ministers that the Operating Company and any contractor and or sub-contractor shall be required to provide an indemnity or bond in an approved form within the meaning of Schedule 2 Part 2 Paragraph 7 of the LGPS Regulations, the Operating Company shall provide (and shall ensure that any relevant contractor or sub-contractor shall provide such said indemnity or bond) as soon as reasonably practicable such said indemnity and or bond.

1A.6 Right of Set Off

The Scottish Ministers will have a right to set off against any payments due to the Operating Company under this Contract an amount equal to any overdue employer and employee contributions and other payments (and interest payable under the LGPS Regulations) due from the Operating Company (or from any relevant contractor and/or sub-contractor (as applicable)) under the Admission Agreement.

- 1A.7 Liabilities of the Parties and Payments relating to Pensions
- 1A.7.1 The following provisions shall apply to liability and payments as between the Parties in relation to the provisions of this Clause 1A of Schedule 1 Conditions of Contract,
 Appendix 4 TUPE Information and Pension Matters:
 - (i) The Operating Company shall pay to the Administering Authority as and when required by the Administering Authority any and all Pension Fund Payments specified by the Admission Agreement in accordance with this Contract or required under the LGPS Regulations, including as a minimum the Pension Contribution Amounts (and as a condition for the operation of Clause 1A.8 of Schedule 1 Conditions of Contract, Appendix 4 TUPE Information and Pension Matters),
 - (ii) All or part of such Pension Fund Payments shall be charged to the Scottish Ministers as part of the Application for Payment submitted in accordance

(iii)

with Schedule 1 Conditions of Contract, Clause 5 Payments, 5.4 Payments under this Contract, with the exception of any Additional Pension Costs which shall be met in full by the Operating Company. The Operating Company shall provide within twenty (20) Working Days of the end of each Annual Period an annual breakdown of the Pension Fund Payments that shall evidence to the Scottish Ministers' reasonable satisfaction that the Application for Payment submitted in accordance with Schedule 1 Conditions of Contract, Clause 5 Payments, 5.4 Payments under this Contract did not include any part of the Additional Pension Costs, and Immediately on a liability to contribute under a rates and adjustments certificate under regulations 60 or 61 of the LGPS Regulations arising on the Operating Company (and or any relevant contractor or sub-contractor), the Operating Company shall notify the Scottish Ministers (and shall procure that any relevant contractor or sub-contractor shall notify the Scottish

Ministers) in writing of the Actual Contribution Amount set out in that rates

and adjustments certificate issued by the Administering Authority.

- 1A.8 Debt arising as a result of cessation of participation in the LGPS
- 1A.8.1 Where an Admission Agreement is terminated or otherwise ceases to have effect and the Operating Company (and/or any relevant contractor or sub-contractor) is required in terms of the Admission Agreement to pay an additional contribution to the LGPS pursuant to a rates and adjustments certificate issued under regulation 61 of the LGPS Regulations or otherwise (the "Exit Contribution"), the Operating Company shall (or shall procure that any contractor and or sub-contractor shall) pass the account or invoice in relation to the Exit Contribution to the Scottish Ministers within 20 Working days of receipt of such account or invoice issued by the Administering Authority. The Scottish Ministers will be responsible for paying an amount equal to the Exit Contribution, subject to Clause 1A.8.2 of Schedule 1 Conditions of Contract, Appendix 4 TUPE Information and Pension Matters, to the Administering Authority for immediate credit to the LGPS.
- 1A.8.2 The Operating Company (and/or any relevant contractor or sub-contractor) shall be responsible for any part of any Exit Contribution arising on termination of the Admission Agreement which relates to any unpaid contributions due under the Admission Agreement up to the date of termination of the Admission Agreement and or any Additional Pension Costs liabilities under Clause 1A.7.1(ii) of Schedule 1 Conditions of Contract, Appendix 4 TUPE Information and Pension Matters.

- 1A.9 Liability for Costs
 - All costs incurred in connection with the Admission Agreement shall be borne by the Operating Company.
- 1A.10 Pension issues on Expiry or Termination
- 1A.10.1 The Operating Company shall (and shall procure that any relevant contractor or subcontractor shall):
 - (i) maintain such Records, including as a minimum, documents and information as will be reasonably required in the opinion of the Scottish Ministers to manage the pension aspects of any onward transfer of any person engaged or employed by the Operating Company (or any relevant contractor or subcontractor) in the provision of the Operations on the expiry or termination of this Contract (including as a minimum identification of the Pensionable Authority Employees),
 - (ii) provide to the Scottish Ministers such Records, documents and information mentioned in Clause 1A.10.1(i) of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters which the Scottish Ministers may reasonably request in advance of the expiry or termination of this Contract, and
 - (iii) fully co-operate with the reasonable requests of the Scottish Ministers relating to any administrative tasks necessary to deal with the pension aspects of any onward transfer of any person engaged or employed by the Operating Company (or any relevant contractor or sub-contractor) in the provision of the Operations on the expiry or termination of this Contract.
- 1A.11 Discretionary Benefits
- 1A.11.1 Where the Operating Company (or a relevant contractor or sub-contractor) is an Admission Body, the Operating Company shall (and or shall procure that any relevant contractor or sub-contractor shall) award benefits (where permitted) to the Pensionable Authority Employees under the LGPS (Compensation) Regulations and/or the LGPS Regulations in circumstances where the Pensionable Authority Employees would have received such benefits had they still been employed by the outgoing operating company.
- 1A.11.2 Where the award of benefits in Clause 1A.11.1 of Schedule 1 Conditions of Contract, Appendix 4 TUPE Information and Pension Matters is not permitted under the LGPS (Compensation) Regulations and or the LGPS Regulations, the Operating Company shall (and/or shall procure that any relevant contractor or sub-contractor shall) award benefits to the Pensionable Authority Employees which are no less favourable than the benefits the Pensionable Authority Employees would have

received under the LGPS (Compensation) Regulations and/or the LGPS Regulations in circumstances where the Pensionable Authority Employees would have received such benefits had they still been employed by the [Outgoing Operating Company].

1A.11.3 Where under Clause 1A.11.1 and Clause 1A.11.2 of this Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters such benefits are of a discretionary nature, they shall be awarded on the basis of the [Outgoing Operating Company]'s historic written policy in relation to such benefits at the time of the Commencement of Service Date (which the Scottish Ministers shall provide upon request). Where the payment of such benefits is not, for whatever reason, possible, the Operating Company shall (and or shall procure that any relevant contractor or sub-contractor shall) compensate the Pensionable Authority Employees in a manner which is broadly comparable or equivalent in cash terms in the opinion of the UK Government Actuary's Department (GAD).

1A.12 New Employees Pension Scheme

The Operating Company shall procure that the New Employees are offered membership of a good quality employer pension scheme (subject always to such pension scheme being auto-enrolment compliant for the purposes of the *Pensions Act 2008*), being either:

- (i) a contracted-out final salary based defined benefit scheme, or
- (ii) a defined contribution scheme under which the employer must match employee contributions up to six percent (6%), or
- (iii) a stakeholder pension scheme, under which the employer matches employee contributions up to six percent (6%).

All or part of such New Employee Pension Contributions shall be charged to the Scottish Ministers as part of the Application for Payment submitted in accordance with Schedule 1 Conditions of Contract, Clause 5 Payments, 5.4 Payments under this Contract up to a maximum of 6%. Any amounts in excess of 6% (the "Excess New Employee Contributions") shall be met in full by the Operating Company unless a higher maximum contribution percentage is consented to by the Director. The Operating Company shall provide within twenty (20) Working Days after the end of each Annual Period an annual breakdown of the New Employee Pension Contributions that shall evidence to the reasonable satisfaction of the Scottish Ministers that the Application for Payment submitted and payments made in accordance with Schedule 1 Conditions of Contract, Clause 5 Payments, 5.4 Payments under this Contract did not include any part of the Excess New Employee Contributions.

1A.13 Operating Company and contractors and subcontractors and Clause 1A Pension Matters

Where a contractor or subcontractor employs any Pensionable Authority Employees, the Operating Company shall procure that the contractor or subcontractor shall deal with the provision of pension benefits in accordance with this Clause 1A of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters as though references in this Clause 1A of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters to the Operating Company were references to the contractor and subcontractor and references to the "Commencement of Service Date" were references to the date of the transfer to the contractor or subcontractor. The Operating Company shall indemnify and keep indemnified the Scottish Ministers against any breach by the Operating Company or contractor or subcontractor of this Clause 1A of Schedule 1 Conditions of Contract, Appendix 4 – TUPE Information and Pension Matters.

Appendix 5 – Relevant Organisation

"Relevant Organisation" means any of the authorities, Undertakers and other organisations listed in Table 3.1.1/A and includes their successor organisations and any subsidiary or parent undertakings (within the meaning of Section 1162 of the *Companies Act 2006* save that for the purposes of subsection (2) of that Section an undertaking shall be treated as a member of another undertaking if any shares in that other undertaking are held by a person or that person's nominee by way of security or in connection with the taking of security granted by the undertaking) of such organisations.

Table 3.1.1/A - Relevant Organisation

BP plc (or their successors in their capacity as owners of the pipeline which runs down/across the Firth of Forth) British Telecommunications Group plc Forth Ports Ltd Global Infrastructures Partners (or their successors in their capacity as owners of Edinburgh Airport) Government establishments Historic Scotland Marine Scotland Maritime and Coastguard Agency National Grid plc Network Rail Infrastructure Limited Scotia Gas Networks plc Scottish and Southern Energy plc
British Telecommunications Group plc Forth Ports Ltd Global Infrastructures Partners (or their successors in their capacity as owners of Edinburgh Airport) Government establishments Historic Scotland Marine Scotland Maritime and Coastguard Agency National Grid plc Network Rail Infrastructure Limited Scotia Gas Networks plc Scottish and Southern Energy plc
Forth Ports Ltd Global Infrastructures Partners (or their successors in their capacity as owners of Edinburgh Airport) Government establishments Historic Scotland Marine Scotland Maritime and Coastguard Agency National Grid plc Network Rail Infrastructure Limited Scotia Gas Networks plc Scottish and Southern Energy plc
Global Infrastructures Partners (or their successors in their capacity as owners of Edinburgh Airport) Government establishments Historic Scotland Marine Scotland Maritime and Coastguard Agency National Grid plc Network Rail Infrastructure Limited Scotia Gas Networks plc Scottish and Southern Energy plc
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Scotia Gas Networks plc Scottish and Southern Energy plc
Scottish and Southern Energy plc
Scottish Canals
Scottish Environment Protection Agency
Scottish Government Rural and Environment Directorate
Scottish Natural Heritage
Scottish Power Ltd
Scottish Water Limited
The Civil Aviation Authority
The Coal Authority
The Crown Estate Office
The Health and Safety Executive
Thus Limited
Traffic Scotland

Virgin Media Ltd
Vodafone Group plc

Appendix 6 – Lane Occupation Charges

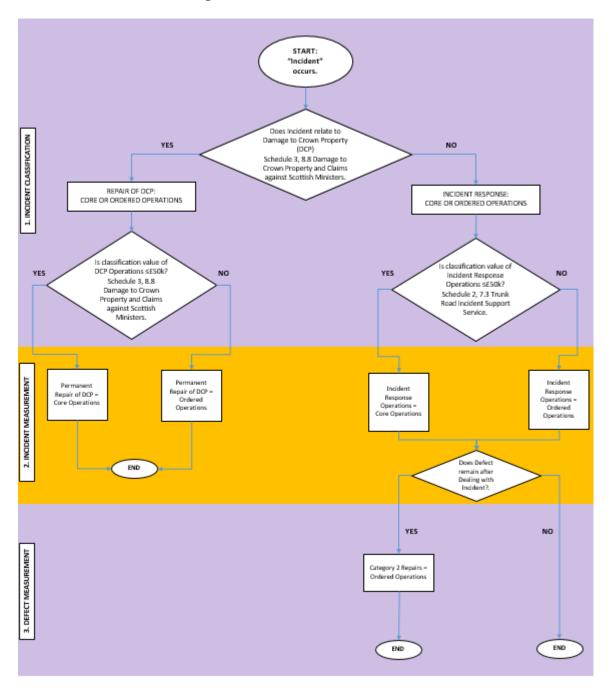
The Lane Occupation Charges that will be applied by the Scottish Ministers pursuant to Schedule 1 Conditions of Contract, Clause 4 Quality Management, 4.17 Lane Occupation Charges are as follows:

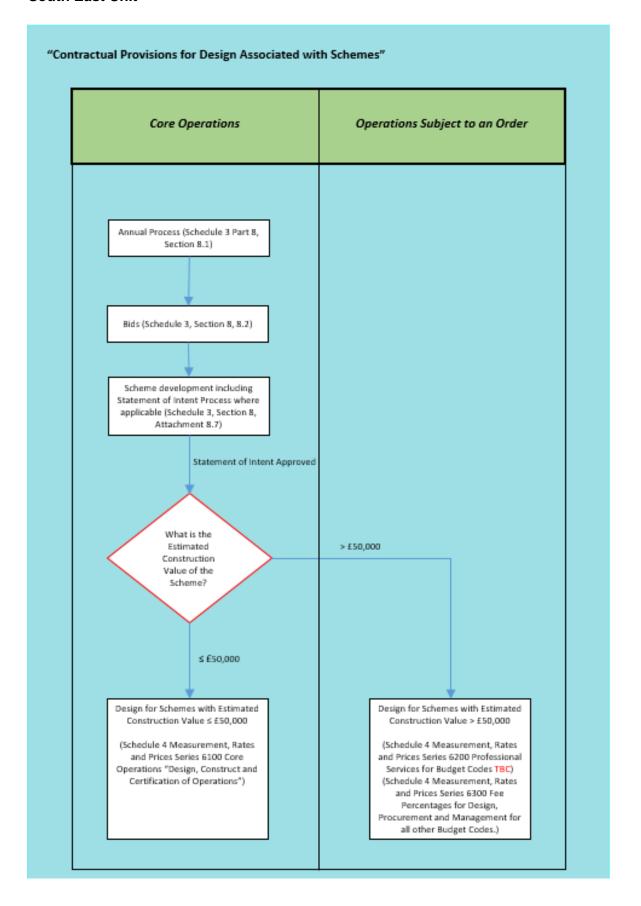
Trunk Road	Lane Occupation Charge (per
	calendar day or part thereof)
A823 (M) Pitreavie Spur	£6,500.00
A90	£13,000,00
A985	£6,500.00
M876 /A876 /A977 Dennyloanhead to Gartarry	£6,500.00
M90	£13,0000.00
A9000 Queensferry – North Queensferry	£13,0000.00
All other Trunk Roads on the Unit	£6,500.00

Any payments due to the Scottish Ministers from the Operating Company for Lane Occupation Charges shall be effected by means of a deduction from any sum due by the Scottish Ministers to the Operating Company pursuant to the other provisions of this Contract. Lane Occupation Charges are not reduced for when the duration of the Lane Occupation is of less than a calendar day.

Appendix 7 - Flow Charts

"Contractual Provisions for Dealing with Incidents"





Appendix 8 - Einvoice Requirements

The following are the Einvoice Requirements which are the minimum requirements for any Applications for Payment where the Operating Company submits as an electronic invoice to the Scottish Ministers, and which requirements are in addition to any other requirements for Applications for Payment under this Contract. Each Application for Payment must specify in sufficient detail information to allow the Scottish Ministers to process the Application for Payment in respect of the follow matters:-

- process and invoice (Application for Payment) identifiers;
- the invoice (Application for Payment) period;
- seller information;
- buyer information;
- payee information;
- seller's tax representative information;
- contract reference;
- delivery details;
- payment instructions;
- allowance or charge information;
- invoice (Application for Payment) line item information;
- invoice (Application for Payment) totals; and
- VAT breakdown.
- A confirmation of compliance with GDPR including without limitation Clause 8.7 of the Schedule 1 Conditions of Contract.
- A confirmation of compliance with Data Protection Laws including without limitation clause 8.7 of the Schedule 1 Conditions of Contract.

Appendix 9 – Contract Price Fluctuations

1. WORK CATEGORY ASSIGNMENT

Table 1.1.1/A shows the applicable Work Category for each type of work identified in Schedule 2 Scope. Contract Price Fluctuation is only applicable to items that have Work Categories assigned and in accordance with the provisions stated in Schedule 1 Conditions of Contract.

Table 1.1.1/A – Work Category Assignment to Work Series.

				CPF
Series	Description	Subseries	Subseries Description	Category
0100	Preliminaries	01	Recovery Vehicles	4/HM/WC/09
0100	Preliminaries	02	Mobilisation	4/HM/WC/01
0200	Site Clearance	01	Take Up or Down and Remove to Licensed Disposal Facility	4/HM/WC/01
0200	Site Clearance	02	Litter Clearance	4/HM/WC/01
0200	Site Clearance	03	Sweeping of Carriageway	4/HM/WC/01
0300	Fencing	01	Fencing Gates and Stiles	4/HM/WC/02
0400	Road Restraint Systems	01	Safety Barriers and Transitions	4/HM/WC/02
0400	Road Restraint Systems	02	Terminals	4/HM/WC/02
0400	Road Restraint Systems	03	Vehicle Parapets	4/HM/WC/02
0400	Road Restraint Systems	04	Pedestrian Parapets and Pedestrian Guardrails	4/HM/WC/02
0400	Road Restraint Systems	05	Temporary Safety Barriers	4/HM/WC/02
0500	Drainage and Service Ducts	01	Drains and Service Ducts (Excluding Filter Drains, Narrow Filter Drains and Fin Drains)	4/HM/WC/02
0500	Drainage and Service Ducts	02	Filter Drains	4/HM/WC/02
0500	Drainage and Service Ducts	03	Connections	4/HM/WC/02

0500	Drainage and	04	Renewal, Raising or Lowering of	4/HM/WC/02
	Service Ducts		Covers and Gratings on Existing	
			Chambers and Gullies	
0500	Drainage and	05	Closed Circuit Television Drain	4/HM/WC/01
	Service Ducts		Surveys	
0600	Earthworks	01	Excavation and Disposal	4/HM/WC/01
0600	Earthworks	02	Excavation in Hard Material	4/HM/WC/01
0600	Earthworks	03	Imported Fill	4/HM/WC/02
0600	Earthworks	04	Trial Pits	4/HM/WC/01
0600	Earthworks	05	Siding out of Carriageways,	4/HM/WC/01
			Footways and Paved Areas	
0700	Pavements	01	Sub-Base	4/HM/WC/02
0700	Pavements	02	Pavement	4/HM/WC/04
0700	Pavements	03	Regulating Course	4/HM/WC/04
0700	Pavements	04	Surface Treatment	4/HM/WC/06
0700	Pavements	05	Milling	4/HM/WC/02
0700	Pavements	06	Repairs and Patching	4/HM/WC/05
0700	Pavements	07	Ex situ Recycling	4/HM/WC/02
0700	Pavements	08	Grip Testing	4/HM/WC/01
1100	Kerbs, Footways	01	Kerbs, Channels, Edgings and	4/HM/WC/02
	and Paved		Combined Drainage and Kerb Blocks	
	Areas		and Linear Drainage Channel	
			Systems	
1100	Kerbs, Footways	02	Additional Concrete for Kerbs,	4/HM/WC/02
	and Paved		Channels, Edgings, Combined Kerbs	
	Areas		and Channels, Combined Drainage	
			and Kerb Blocks, and Linear	
			Drainage Channel Systems	
1100	Kerbs, Footways	03	Footways and Paved Areas	4/HM/WC/04
	and Paved			
	Areas			
1100	Kerbs, Footways	04	Cold Milling (Planing)	4/HM/WC/01
	and Paved			
	Areas			

1200	Traffic Signs	01	Traffic Sign Faces	4/HM/WC/02
	And Road			
	Markings			
1200	Traffic Signs	02	Traffic Sign Posts	4/HM/WC/02
	And Road			
	Markings			
1200	Traffic Signs	03	Concrete Traffic Sign Bases	4/HM/WC/02
	And Road			
	Markings			
1200	Traffic Signs	04	LED components for Traffic Sign	Not Eligible
	And Road		Lighting	
	Markings			
1200	Traffic Signs	05	Replace Traffic Sign Lighting	4/HM/WC/01
	And Road			
	Markings			
1200	Traffic Signs	06	Road Markings	4/HM/WC/07
	And Road			
	Markings			
1200	Traffic Signs	07	Road Studs	4/HM/WC/02
	And Road			
	Markings			
1200	Traffic Signs	08	Permanent Bollards	4/HM/WC/02
	And Road			
	Markings			
1200	Traffic Signs	09	Node Markers	4/HM/WC/02
	And Road			
	Markings			
1200	Traffic Signs	10	Chevrons	4/HM/WC/02
	And Road			
	Markings			
1300	Road Lighting	01	Road Lighting Columns, Brackets,	4/HM/WC/08
	Columns and		Wall Mountings, CCTV Masts &	
	Brackets, Cctv		Cantilever Masts	
	Masts and			
	Cantilever Masts			

1300	Road Lighting Columns and Brackets, Cctv Masts and Cantilever Masts	02	LED Components for Lighting	Not Eligible
1300	Road Lighting	03	Replace Luminaires	4/HM/WC/08
	Columns and			
	Brackets, Cctv			
	Masts and			
	Cantilever Masts			
1300	Road Lighting	04	Conspicuity Banding to Existing	4/HM/WC/02
	Columns and		Assets	
	Brackets, Cctv			
	Masts and			
	Cantilever Masts			
1400	Electrical Work	01	Trench for Cable or Duct	4/HM/WC/01
	For Road			
	Lighting and			
	Traffic Signs			
1400	Electrical Work	02	Cable and Duct	4/HM/WC/08
	For Road			
	Lighting and			
	Traffic Signs			
1400	Electrical Work	03	Feeder Pillars	4/HM/WC/08
	For Road			
	Lighting and			
	Traffic Signs			
1400	Electrical Work	04	Earth Electrodes	4/HM/WC/08
	For Road			
	Lighting and			
	Traffic Signs			
1400	Electrical Work	05	Permanent Disconnection of Cables	4/HM/WC/01
	For Road			
	Lighting and			
	Traffic Signs			

1500	Motorway Communications	01	Loop Detector Installations	4/HM/WC/08
1700	Structural Concrete	01	Structural Concrete Repairs	4/HM/WC/02
1800	Steelwork for Structures	01	Butt weld, fillet weld and other defect repairs to steelwork	4/HM/WC/01
1800	Steelwork for Structures	02	Welding and Flame Cutting Procedure Trials	4/HM/WC/01
1800	Steelwork for Structures	03	Steelwork Inspection on Forth Road Bridge	4/HM/WC/01
1800	Steelwork for Structures	04	Edge Trimmer Repair and Replacement	4/HM/WC/01
1800	Steelwork for Structures	05	Replacement of King Post on Forth Road Bridge	4/HM/WC/01
1800	Steelwork for Structures	06	Tension Check of Forth Road Bridge Cable Band Bolts	4/HM/WC/01
1800	Steelwork for Structures	07	Replacement of Packs between the Half Joints in the Longitudinal Stringers on the Forth Road Bridge	4/HM/WC/01
2000	Waterproofing for Structures	01	Replacement of Existing Waterproofing	4/HM/WC/02
2300	Bridge Expansion Joints and Sealing of Gaps	01	Bridge Deck Expansion Joints	4/HM/WC/02
3000	Landscape and Ecology	01	Ground Preparation and Cultivation	4/HM/WC/01
3000	Landscape and Ecology	02	Planting	4/HM/WC/01
3000	Landscape and Ecology	03	Weed Control	4/HM/WC/01
3000	Landscape and Ecology	04	Maintenance of Established Trees and Shrubs	4/HM/WC/01
3000	Landscape and Ecology	05	Tree Felling	4/HM/WC/01

3300	Site Investigation	01	Rotary Coring of Existing Pavement	4/HM/WC/01
3300	Site Investigation	02	Structural Investigations	4/HM/WC/01
3300	Site Investigation	03	Falling Weight Deflectometer Tests	4/HM/WC/01
3300	Site Investigation	04	Dynamic Cone Penetrometer Tests	4/HM/WC/01
5000	Maintenance Painting of Steelwork	01	Surface Preparation	4/HM/WC/01
5000	Maintenance Painting of Steelwork	02	Protective System	4/HM/WC/02
6100	Core Operations	01	Core Operations	4/HM/WC/01
6200	Professional Services	01	Professional Services	4/HM/WC/03
6300	Fee Percentages for Design, Procurement and Management	01	Fees for Design of Schemes to be constructed by the Operating Company	Not Eligible
6300	Fee Percentages for Design, Procurement and Management	02	Fees for Design of Works Contracts	Not Eligible
6300	Fee Percentages for Design, Procurement and Management	03	Fees for Procurement of Works Contracts	Not Eligible

6300	Fee	04	Fees for Management of Works	Not Eligible
	Percentages for		Contracts	
	Design,			
	Procurement			
	and			
	Management			
6400	Adjustment to	01	Adjustment for working outwith	Not Eligible
	Schedule of		Normal Working Hours	
	Rates and			
	Prices			
6500	Time Work	01	Labour	4/HM/WC/01
	Schedule			
6500	Time Work	02	Plant	4/HM/WC/01
	Schedule			
6500	Time Work	03	Materials	Not Eligible
	Schedule			
6600	Third Party	01	Third Party Works	Not Eligible
	Works			
6700	Changes in	01	Change in the Extent of the Unit	4/HM/WC/01
	Scope of		Impacting on Core Operation Items	
	Operations		in Series 6100	
6800	Series 6800:	01	Adjustment for Carrying out	Not Eligible
	Carrying out		Operations in another unit	
	Operations in			
	another unit			
6900	Payment of	01	Payment of Accounts	Not Eligible
	Accounts			
7000	Lump Sum	01	Lump Sum Quotation	Not Eligible
	Quotation			

Appendix 10 – Claim Notification Form CLAIM NOTIFICATION [INSERT REFERENCE]

Description of Issue	Contractual basis for the Claim
	, ,
	[Expand as necessary]
Date [OC to enter name] became aware of	Enter Date
the issue	
A 9901 activation bid has been submitted	Yes/No
to Transport Scotland	
Date 9901 activation bid was submitted to	
Transport Scotland	
	I
Note: For the claim to remain valid, a full and	detailed claim including appropriate supporting
information and justification for entitlement to a	
Scottish Ministers within 91 days of the date of	
Scottish withisters within 91 days of the date of	THIS Claim Nouncation.
Signature	
Name	
Date	

(To be completed by the Operating Company Representative)

Appendix 11 – Adjudication Procedure

1. ADJUDICATION PROCEDURE

1.1.1 Where an Adjudicator has been named in this Contract, or agreed by the Scottish Ministers and the Operating Company prior to the issue of the Notice of Dispute, the Party issuing the Notice of Dispute shall at the same time send to the Adjudicator a copy of the Notice of Dispute and a request that the Adjudicator confirms within two (2) days of the date of issue of the Notice of Dispute, that the Adjudicator is able and willing to act.

Where an Adjudicator has not been so named or agreed, the Party issuing the Notice of Dispute may include with the Notice of Dispute the names of one or more persons with their addresses who have agreed to act, any one of whom would be acceptable to the Party issuing the Notice of Dispute, for selection by the other Party. The other Party shall select and notify the Party issuing the Notice of Dispute and the selected Adjudicator within two (2) days of the date of issue of the Notice of Dispute of the appointment of the Adjudicator.

If a request for confirmation is not received or a selection is not made, both as described above, or the Adjudicator does not accept or is unable to act, then either Party may request the President of the Institution of Civil Engineers in Scotland to nominate an Adjudicator within five (5) days of receipt of the request. The request shall be in writing, accompanied by a copy of the Notice of Dispute and the appropriate fee.

The timetable above is with the objective of securing the appointment of an Adjudicator and referral of the Dispute to an Adjudicator within seven (7) days of the Notice of Dispute.

- 1.1.2 The Adjudicator shall have power to open up, review, and revise any:
 - (i) decision,
 - (ii) opinion,
 - (iii) instruction,
 - (iv) direction,
 - (v) notice (with the exception of statutory notices),
 - (vi) objection,
 - (vii) certificate, or
 - (viii) any other documentation relevant to the Dispute, of any person given or made pursuant to this Contract relating in any way to the Dispute save as otherwise expressly provided within this Contract.

- 1.1.3 The Adjudicator shall have power to appoint suitably qualified and experienced independent professional advisors as he may reasonably require (and any necessary secretarial assistance as is necessary) to advise him on any issues and the Adjudicator shall have proper regard to such advice in reaching his decision.
- 1.1.4 Where after consideration of the written submissions of the Scottish Ministers and the Operating Company the Adjudicator shall be of the opinion that:
 - (i) such written submissions shall be insufficient for him to reach a decision, or
 - (ii) clarification of the precise question that is being addressed to him is required,

then he shall so notify in writing the Scottish Ministers and the Operating Company forthwith and in that event he shall be entitled to determine the further procedures which he considers necessary to enable him to resolve the Dispute.

The Adjudicator shall be required to reach a decision in writing in accordance with the timetable hereinafter provided.

In the event of the Adjudicator failing to reach a decision either the Scottish Ministers or the Operating Company may serve a fresh notice in terms of paragraph 1.1.1 of this Schedule 1 Conditions of Contract, Appendix 11 – Adjudication Procedure and request another Adjudicator to act in accordance with the provisions of this Schedule 1 Conditions of Contract, Appendix 11 – Adjudication Procedure.

- 1.1.5 The Adjudicator shall have power:
 - to hold a hearing or other such meeting to take oral evidence from the Scottish Ministers and the Operating Company,
 - (ii) to fix the date time and place of any meetings, hearings or inspections that he deems appropriate giving the Scottish Ministers and the Operating Company reasonable notice thereof and declaring that the Scottish Ministers and the Operating Company may appoint representatives to appear on their behalf at any hearing,
 - (iii) to examine any witness or conduct an inspection of any property or thing relevant to the Dispute in the absence of any other representative of the Scottish Ministers or the Operating Company or any other person,

- (iv) to allow at his discretion refuse or limit the appearance of witnesses whether witnesses of fact or expert witnesses,
- (v) to allow any witness who gives oral evidence at a hearing to be questioned by the Scottish Ministers and the Operating Company under the control of the Adjudicator. The Adjudicator may put questions at any stage of the examination of the witness and such witness shall be obliged to answer,
- (vi) to allow at his discretion the evidence of any witness to be presented in written form either as a signed statement or by a duly sworn affidavit. Either the Scottish Ministers or the Operating Company may make representations that such a witness shall attend for oral examinations at a hearing.

If the Adjudicator so orders and if the witness thereafter fails to attend the Adjudicator may place such weight on the evidence as he considers fit or exclude it altogether.

The Adjudicator shall:

- (vii) at any time permit either the Scottish Ministers or the Operating Company to amend any submission,
- (viii) continue with the reference to the adjudication in default of appearance or of any act by either the Scottish Ministers or the Operating Company in like manner as a Judge of the Court of Session may continue with proceedings in that Court when either the Scottish Ministers or the Operating Company shall fail to comply with an order of that Court or requirement of rules of Court including power to strike out any claim defence counter claim or other submission and to make any decision consequent upon any such striking out in the event that either the Scottish Ministers or the Operating Company shall fail within the timescale specified in this procedure or in any order to do any act required by this procedure or to comply with any order of the Adjudicator,
- (ix) order either the Scottish Ministers or the Operating Company to produce to the other and to the Adjudicator for inspection and to supply copies of any documents in that Party's possession custody or power which in the event of a Dispute the Adjudicator determines to be relevant. Subject to the rules of privilege and in the event of privilege being claimed the Adjudicator shall have power hereunder to decide this question.

The Adjudicator shall have power:

- (x) to order either the Scottish Ministers or the Operating Company to answer interrogations on the application to the other Party,
- (xi) to require the Scottish Ministers or the Operating Company to submit if required in advance of any meeting or hearing or inspection a list of questions that they require him to treat with special attention,
- (xii) to order the inspection preservation storage or interim custody of any property or thing relevant to the Dispute under the control of either Scottish Ministers or the Operating Company,
- (xiii) to order samples to be taken observations to be made and experiments to be tried that may in the Adjudicator's discretion be necessary or expedient for the purpose of obtaining full information or evidence.
- (xiv) to require the Scottish Ministers and the Operating Company to provide written statements of their respective cases in relation to particular issues to provide written answers and to provide reasons for any disagreement,
- (xv) to award simple interest to the successful Party to the adjudication on any sums held to be due from one Party to the other from any date including any date prior to the date of reference to adjudication. The rate of interest shall be at the discretion of the Adjudicator.
- (xvi) to ensure that all meetings hearings or inspections shall be in private unless the Scottish Ministers and the Operating Company agree otherwise, and
- (xvii) to allow the Scottish Ministers and the Operating Company to appoint representatives to appear on their behalf subject to such proof of authority as the Adjudicator may require.
- 1.1.6 Notwithstanding any of the foregoing nothing in this procedure shall be taken as conferring power upon the Adjudicator to order:
 - (i) either the Scottish Ministers,
 - (ii) the Operating Company, or
 - (iii) a representative of either the Scottish Ministers or the Operating Company,

- to give evidence (whether in person or by way of documentary or similar evidence) that could not be ordered if the proceedings were before the Court of Session.
- 1.1.7 The Adjudicator may correct his decision so as to remove a clerical or typographical error arising by accident or omission.
- 1.1.8 The Dispute shall be referred to the Adjudicator within seven (7) days of the Notice of Dispute. The Adjudicator shall issue his decision in writing to both the Scottish Ministers and the Operating Company within twenty-eight (28) days of referral of the Dispute to him or such longer period after referral as shall be agreed by the Scottish Ministers and the Operating Company. The period of twenty-eight (28) days may be extended by up to fourteen (14) days with the consent of the Party that issued the Notice of Dispute. The Adjudicator may make separate decisions on different issues at different times.
- 1.1.9 The Adjudicator's decision shall be binding upon the Parties until the Dispute is finally determined by legal proceedings, by arbitration or by agreement, as provided for in Clause 5.13.5 of Schedule 1 Conditions of Contract.
- 1.1.10 The Adjudicator shall act impartially and may take the initiative in ascertaining the facts and the law necessary to determine the Dispute.
- 1.1.11 The Adjudicator shall not be liable for anything done or omitted in the discharge or purported discharge of his functions as Adjudicator unless the act of omission is in bad faith and any employee or agent of the Adjudicator is similarly protected from liability.
- 1.1.12 The costs of and incidental to retaining the Adjudicator and any referral in terms of this procedure and the appointment of the Adjudicator shall be within his award and failing which shall be borne equally between the Scottish Ministers and the Operating Company.
- 1.1.13 Unless otherwise ordered by the Adjudicator or agreed between the Scottish Ministers and the Operating Company all notices and other documents required for the adjudication procedure shall be in writing and served in accordance with Schedule 1 Conditions of Contract, Clause 1.8 Notices.
- 1.1.14 Notices and other documents in the adjudication shall be effective from the time of their receipt by the recipient, as the time of receipt is determined in accordance with Schedule 1 Conditions of Contract, Clause 1.8 Notices.
- 1.1.15 Unless otherwise agreed by both the Scottish Ministers and the OperatingCompany any meetings called by the Adjudicator at which both the Scottish

Ministers and the Operating Company shall be in attendance shall be held in Scotland.

1.1.16 In relation to this Schedule 1 Conditions of Contract, Appendix 11 – Adjudication Procedure, Where an act is required to be done within a specified period after or from a specified date, the period begins immediately after that date, and where the period would include Christmas Day, Good Friday or a day which under the Banking and Financial Dealings Act 1971 is a bank holiday in Scotland, that day shall be excluded.

Appendix 12 – Insurance Requirements

1. GENERAL

- 1.1.1 Subject to the other provisions of this Contract this Appendix specifies the:
 - (i) indemnities that shall be provided by the Operating Company to the Scottish Ministers.
 - (ii) minimum amount of insurance that the Operating Company shall be required to effect and maintain in force throughout the entirety of this Contract, and
 - (iii) maximum excesses (being that portion of each claim for which the Insurer(s) shall not be liable to the Operating Company or which the Operating Company shall pay to insurers in respect of a legal liability claim),

in respect of the insurance that shall be provided by the Operating Company under the other provisions of this Contract.

2. INDEMNITY REQUIREMENTS

2.1.1 In respect of each and every claim or series of claims arising out of any one incident and unlimited during the Contract Period an amount equal to the total costs and expenses of any and every kind arising out of an event that falls to be indemnified as a result of any indemnity that shall be required to be given by the Operating Company within this Contract including but not limited to the indemnities referred to in Schedule 1 Conditions of Contract, Clause 8 Liabilities and Insurance.

3. INSURANCE REQUIREMENTS

3.1.1 Notwithstanding any other provisions of this Contract prior to the commencement of any Operations the Operating Company shall be required to provide evidence to the Scottish Ministers that the insurance referred to in Tables 3.1.1/A and 4.1.1/A of this Schedule 1 Conditions of Contract, Appendix 12 – Insurance Requirements shall be in full force and effect.

Table 3.1.1/A – Required Insurances

Reference	Description of Insurance	
Number		
1.	Contractor's all risks insurance shall be provided by the	
	Operating Company (including terrorism cover) to the full	
	replacement or reinstatement value of:	
	(i) the permanent and temporary work forming any part of the	
	Operations,	

Reference	Description of Insurance		
Number			
	(ii) Constructional Plant used in the execution of the Operations,		
	(iii) any materials that shall be or are intended to be		
	incorporated into		
	the work whether on Site, off Site, or in transit to or from		
	Site, anywhere in continental Europe, including roll on roll off ferries,		
	(iv) any plant required for the work whether on Site, off Site, or		
	in transit to or from Site, anywhere in continental Europe, including roll on roll off ferries,		
	for the period of this Contract including any Defects Correction Period.		
	The insurance that shall be provided by the Contractor shall be		
	written in the names including but not limited to those of the		
	Scottish Ministers and the Operating Company and shall include		
	sub-contractors of any tier of the Operating Company.		
	The insurance shall include the endorsements referred to in		
	Clauses 5.1.1 and 5.1.3 of this Schedule 1 Conditions of Contract,		
	Appendix 12 – Insurance Requirements.		
2.	Public liability insurance in respect of loss or damage to any		
	property, including that of the Scottish Ministers and for the		
	avoidance of doubt including Crown Property or death or injury to		
	any person.		
	The minimum limit of indemnity provided by the Operating		
	Company shall be £155,000,000 in respect of each and every		
	occurrence and unlimited in the period of insurance.		
	The insurance shall be written in the names including but not		
	limited to those of the Scottish Ministers and the Operating		
	Company and shall include the endorsements referred to in		
	Clauses 5.1.1 to 5.1.3 inclusive of this Schedule 1 Conditions of		
	Contract, Appendix 12 – Insurance Requirements.		

3. Professional indemnity insurance for all Operations including: any Design executed by the Operating Company, (i) (ii) any review of the insurances of a Works Contractor, as required by Schedule 3, Section 8 Procurement and Management of Schemes, Sub-section 8.5 Contract management, paragraph 8.5.4 (b), carried out by or on behalf of the Operating Company, and for the Operating Company's business in general. (iii) The minimum limit of indemnity provided by the Operating Company shall be £10,000,000 in respect of each and every occurrence and unlimited in the period of insurance but shall be limited to £10,000,000 in the aggregate in respect of pollution losses including gradual pollution. The insurance that shall be provided by the Operating Company shall cover the acts of the Operating Company and the Operating Company's liability for the acts of any of its contractors and subcontractors of any tier in accordance with the other provisions of this Contract. The insurance that shall be provided by the Operating Company shall include the endorsements referred to in Clause 5.1.1 of this Schedule 1 Conditions of Contract, Appendix 12 – Insurance Requirements. 4. Employers' liability insurance with a limit of indemnity adequate to satisfy the requirements of the *Employers Liability Compulsory* Insurance Act 1969 and any subsequent Legislation. The insurance that shall be provided by the Operating Company shall include the endorsements referred to in Clause 5.1.1 of this Schedule 1 Conditions of Contract, Appendix 12- Insurance Requirements.

5.	Contractor's pollution legal liability insurance including			
	consequential clean-up of any part of the Unit.			
	Such insurance shall be for a minimum limit of indemnity of			
	£10,000,000 in respect of any one loss and in the aggregate in			
	the period of insurance.			
	The insurance shall be written in the names including but not			
	limited to those of the Scottish Ministers and the Operating			
	Company and shall include the endorsements referred to in			
	Clauses 5.1.1 to 5.1.3 inclusive of this Schedule 1 Conditions of			
	Contract, Appendix 12 – Insurance Requirements.			
	This insurance is in addition to, and separate from, any			
	Environmental Impairment Liability insurance required by any			
	lease agreement entered into by the Scottish Ministers with the			
	Operating Company.			
6.	Comprehensive motor insurance in respect of all vehicles used			
	by the Operating Company and its sub-contractors of any tier in			
	the execution of this Contract.			
	The insurance shall include the endorsements referred to in			
	Clause 5.1.1 of this Schedule 1 Conditions of Contract, Appendix			
	12 – Insurance Requirements.			

4. EXCESSES

4.1.1 In respect of each insurance that shall be provided by the Operating Company as required by this Contract the amount that the insurer for such insurance shall not be liable for in respect of each and every claim or series of claims arising out of one event shall not exceed the excess sums set out in Table 4.1.1/A.

Table 4.1.1/A - Maximum Excesses

Reference	Type of Insurance	Excess
Number		

1.	Contractors All Risks	£50,000 in respect of each and every
		loss other than:
		(i) Defective Design materials and
		workmanship where the
		amount shall be £150,000 in
		respect of each and every loss,
		and
		(ii) Contractor's Plant where the
		amount shall be 10 percent of
		each and every loss (with a
		minimum in respect of each
		and every loss of £10,000).
2.	Public Liability	
	(i) Personal Injury Claims	Nil
	(ii) Property Damage Claims	£50,000 in respect of each and
		every loss or series of losses arising
		out of one event.
3	Professional Indemnity	£250,000 in respect of each and
		every loss or series of losses arising
		out of one event.
4.	Employers Liability	Nil
5.	Contractors Pollution Legal	£50,000 in respect of each and
	Liability	every loss or series of losses arising
		out of one event.
6.	Comprehensive Motor	£1,000.

5. INSURANCE POLICY REQUIREMENTS

- 5.1.1 All the insurance referred to in Table 4.1.1/A of this Schedule 1 Conditions of Contract, Appendix 12 Insurance Requirements shall be endorsed by the insurers to the effect that:
 - (i) such insurance shall be subject to Scots Law and the jurisdiction of the Scottish Courts, and
 - (ii) the insurers for such insurance shall provide not less than thirty (30) days written notice to the Scottish Ministers prior to any cancellation nonrenewal or modification to any such insurance.
- 5.1.2 The insurance referred to in reference numbers 2 and 5 of Table 4.1.1/A of this Schedule 1 Conditions of Contract, Appendix 12 Insurance

Requirements shall be endorsed to the effect that actions between the insured parties shall be treated as though a separate insurance had been issued to each of them.

- 5.1.3 The insurance referred to in reference numbers 1, 2 and 5 of Table 4.1.1/A of this Schedule 1 Conditions of Contract, Appendix 12 Insurance Requirements shall be endorsed such that insurers for any such insurance accept the following provisions.
 - (i) Waiver of Duty of Disclosure
 - (a) to waive their rights to receive from the Scottish Ministers disclosure of material circumstances or information,
 - (b) to avoid the insurance for any non-disclosure of material circumstances or information by the Scottish Ministers or his servants or agents, and
 - (c) to avoid the insurance and or claim damages against the Scottish Ministers for any misrepresentation made by or on behalf of the Scottish Ministers.
 - (ii) Waiver of Rights of Subrogation

To waive all rights of subrogation and or claims for contributory negligence against the Scottish Ministers.

(iii) Joint Insured Clause

That all the provisions of the insurance (except the sums/insured limits of liability) shall operate as if there was a separate insurance with and covering each named insured without right of contribution from any other insurance which shall be carried by an insured.

Without limitation to the foregoing this shall be on the basis that including but not limited to the non-compliance with any insurance term condition or warranty or the non-disclosure and or misrepresentation of material circumstances or information by the Operating Company or any other coinsured under any such insurance shall not affect the rights and or interests of the Scottish Ministers under the insurance.

(iv) Non-Vitiation Clause

That a vitiating act committed by one insured party under any insurance shall not prejudice the right to indemnity of any other insured party who has an insurable interest in such insurance and who has not committed a vitiating act.

Appendix 13 – Letter of Authority

Operating Company Letter of Authority	
	TRANSPORT SCOTLAND CÒMHDHAIL ALBA
	001110111111111111111111111111111111111

Dear BEAR Scotland Ltd

Under regulation 14(1)(f) of the Motorways Traffic (Scotland) Regulations 1995 a person may use a motorway otherwise than in accordance with the Regulations only where it is necessary for them to do so in connection with any inspection, survey, investigation or census carried out in accordance with any general or special authority granted by the Scottish Ministers.

Following your award of the NMC South East Unit on the 18th March 2020 for the period 16 August 2020 to 15 August 2028, I hereby grant authority for Contract Personnel undertaking such inspection, survey, investigation or census as necessary to comply with your contract.

BEAR Scotland Ltd must take responsibility for:

- (a) the competence, training and induction of any Contract Personnel, who are to work on the motorway;
- (b) the planning and management of any activity on such motorway, and
- (c) the actions of such Contract Personnel when working on such motorways;
- (d) for satisfying itself as to the reason why the activity is being proposed with or without traffic management and have put in place the appropriates RAMs;
- (e) how the Contract Personnel shall operate when on the motorway; and
- (f) the specific training on the health and safety risks that has been given to Contract Personnel, in order that the activity be undertaken safely.

and the Operating Company shall be fully responsible for the activity and the section of motorway to which it relates until the end date of the activity. All Operations undertaken using this Operating Company Letter of Authority shall be planned and logged in the Operating Company's Management System. The local Police Scotland control room shall be informed prior to any such Operations being undertaken.

The authority has been given for specific activities only, which are listed on Annex A to this letter.

Yours faithfully,

Scott Lees

Head of Network Maintenance

Annex A to Operating Company Letter of Authority.

Specific Activities

Principal Inspections, General Inspections, Comprehensive Inspections (Visual Condition Inspections and Specialist Inspections), Routine Monitoring Inspections (Safety Inspections and Safety Patrols), Scour Inspections, Special Inspections, Structures Safety Inspections