

Employment agency terms of business

A. Permanent Staff

The permanent introduction fee is calculated by applying the relevant percentage to the Candidate's Salary (as defined below). The relevant percentage is the rate which corresponds with the Service selected by the Client (as set out below).

Service	Permanent Introduction Fee
Executive	32%
Premium	27%
Advanced	25%
Standard	22%

Reed also offers a Lite Service: (i) for salaries under €35,000 per annum only; and (ii) permanent introduction fee rate of 17%.

The Salary means the total first year gross remuneration together with all commission, guaranteed bonuses and benefits (including car allowance) before applying any exemptions or deductions for income tax purposes. Where a car or car allowance is provided, the amount of the benefit shall be €5,000 (or €7,500 for the Executive Service) or the actual car allowance, whichever is greater. For the purpose of calculating the permanent introduction fee, (1) the Salary will be as advised by the Client at the time of booking or the actual Salary to be paid to the Candidate, whichever is greater; and (2) the Salary (whether advised or actual) shall not be reduced by (i) the earlier termination of the Candidate's employment or (ii) any reduction in the Candidate's remuneration, howsoever arising. For part time roles, the rate shall be applied to the equivalent full time Salary.

B. Fixed Term Contracts

If the Client employs a Candidate on a fixed term contract of up to 6 months, the fee shall be 50% of the permanent introduction fee. If the Client employs a Candidate on a fixed term contract of between 6 and 12 months, the fee shall be calculated on a pro rata basis as follows: number of months x permanent introduction fee/12.

For the purpose of calculating the permanent introduction fee, the Salary for the equivalent role over a 12 month period shall be used and the appropriate rate as set out in the table in A above shall be applied to such Salary.

If the contract duration is extended, or the Client engages the Candidate in any capacity within 12 months of introduction, the Client shall be liable for the balance of the permanent introduction fee.

C. Deposit arrangements (all services except executive)

Where a deposit arrangement is agreed, the permanent introduction fee will be invoiced in two stages: (1) a deposit which is non-refundable and invoiced upon agreeing the deposit arrangement; and (2) the balance of the permanent introduction fee will be invoiced upon the successful Candidate's commencement of employment or engagement with the Client. Reed reserves the right not to commence any services prior to the payment of the deposit. For the avoidance of doubt, when a deposit arrangement is agreed, the deposit will be payable regardless of whether or not services have been provided.

D. Executive service

1. Where the Executive Service is selected, the permanent introduction fee will be invoiced in three stages:

- Retainer Fee – one third of the permanent introduction fee, which is non-refundable, and invoiced before commencement of the services;
- Second Stage Fee – one third of the permanent introduction fee, invoiced upon agreeing the shortlist of Candidates to be interviewed by the Client;
- Final Stage Fee – the permanent introduction fee less the Retainer Fee and the Second Stage Fee, invoiced upon the successful Candidate's commencement of employment or engagement with the Client.

2. Supplemental Candidates

Should the Client engage more than one Candidate introduced by Reed through the Executive Service then an Executive permanent introduction fee shall apply to each and every additional Candidate engaged. The fee will be invoiced upon the Candidate's commencement of the employment or engagement with the Client. For the avoidance of doubt, the whole permanent introduction fee (as opposed to any one or two staged fees) will be payable.

3. Non-assignment Candidates

Should the Client engage a Candidate introduced by Reed into an executive role but outside of the Executive Service, then

an Executive permanent introduction fee shall apply. The fee will be invoiced upon the Candidate's commencement of the employment or engagement with the Client. For the avoidance of doubt, the whole permanent introduction fee (as opposed to any one or two staged fees) will be payable.

E. Guarantee of satisfaction

In the event of a Candidate leaving the Client's employment within a specified period after commencement for any reason other than redundancy or material change to the Position, Reed offers a Guarantee of Satisfaction as set out below and subject to clause 20 of these Terms.

Executive

Reed offers a 12 month guarantee. If the Candidate leaves within the first 52 weeks of employment, Reed shall offer a rebate of two-thirds of the permanent introduction fee (the Retainer Fee is non-refundable).

Premium

Reed offers a 6 month guarantee. If the Candidate leaves within the first 6 weeks of employment, Reed shall offer a rebate of 100% of the permanent introduction fee. If the Candidate leaves after the first 6 weeks but within the first 26 weeks of employment, the rebate shall be 50% of the permanent introduction fee.

Advanced

Reed offers a 12 week guarantee. If the Candidate leaves within the first 4 weeks of employment, Reed shall offer a rebate of 100% of the permanent introduction fee. If the Candidate leaves after the first 4 weeks but within the first 12 weeks of employment, the rebate shall be 50% of the permanent introduction fee.

Standard

Reed offers an 8 week guarantee. If the Candidate leaves within the first 2 weeks of employment, Reed shall offer a rebate of 100% of the permanent introduction fee. If the Candidate leaves after the first 2 weeks but within the first 8 weeks of employment, the rebate shall be 50% of the permanent introduction fee.

Lite

Reed offers a 4 week guarantee. If the Candidate leaves within the first week of employment, Reed shall offer a rebate of 100% of the permanent introduction fee. If the Candidate leaves after the first week but within the first 2 weeks of employment, the rebate shall be 75% of the permanent introduction fee. If the Candidate leaves after the second week but within the first 3 weeks of employment, the rebate shall be 50% of the permanent introduction fee. If the Candidate leaves after the third week but within the first 4 weeks of employment, the rebate shall be 25% of the permanent introduction fee.

1. Definitions and interpretation:

"Candidate" means a person introduced by Reed to the Client for the purpose of a Position.

"Client" means the hirer who has requested Reed to introduce a Candidate or to whom Reed has introduced a Candidate.

"engaging a Candidate in any capacity" means employing, engaging or making use of a Candidate in any role on any basis, including without limitation, on a permanent, fixed term, temporary or self employed basis.

"introduction" means the provision by Reed to the Client of any details, whether written or oral, of a Candidate or the Client's interview of a Candidate, and "introduce" shall be construed accordingly.

"Position" means a permanent or fixed term role within the Client's organisation, as appropriate.

"Reed" means Reed Specialist Recruitment Ireland Limited.

"Terms" means these Employment Agency Terms of Business and any agreed variations.

2. These Terms take effect from 1 September 2026 and supersede any previous terms of business issued by Reed. The Terms contain the entire agreement between the parties, and any terms put forward by the Client are excluded.

3. If, following receipt of these Terms, the Client deals with Reed in respect of the introduction of Candidates for any Position, or engages a Candidate in any capacity, the Client is deemed to have accepted these Terms. Where the service option is unclear or none has been selected, the Standard Service Option shall apply.

4. By engaging a Candidate in any capacity, the Client will be liable for the permanent introduction fee, except where employing a Candidate on a fixed term contract for a period of less than twelve months in which case the Client shall be liable for the fixed term contract fee.

5. No variation of these Terms is valid or shall be binding on Reed unless confirmed in writing by Reed to the Client.

6. All invoices are payable within 14 days of receipt. Receipt of invoice shall be deemed to be two days after the date shown on the invoice. VAT is payable at the prevailing rate.

7. Reed reserves the right to charge interest and compensation on overdue invoices in accordance with applicable legislation, including the European Communities (Late Payment in Commercial Transactions) Regulations 2012 (S.I. No. 580 of 2012) (as amended). Interest shall accrue at the rate prescribed under those Regulations from the date on which payment becomes due until the date of actual payment, and Reed shall also be entitled to claim reasonable debt recovery costs in accordance with those Regulations.

8. In respect of a Position, the Client shall provide Reed with the following information:

(1) its full corporate name, address and registered number or, where not applicable, its full business and trading name and address, and the nature of its business;

(2) the nature of the Position, including the type of work involved, the location, the hours of work, the commencement date, and the likely duration;

(3) any risks to health and safety known to the Client and the steps taken by the Client to prevent or control such risks;

(4) the experience, training, qualifications and any authorisations which are required by the Client including any which the Client is aware are required by law or by any professional body in respect of such Position;

(5) any expenses payable by or to the Candidate;

(6) the minimum remuneration, the intervals of payment, and any other benefits in relation to the Position;

(7) the lengths of notice which the Candidate would be entitled to receive or be required to give for termination of employment;

(8) if it intends to engage the Candidate otherwise than as an employee on a contract of services; and

(9) if the Position involves working with vulnerable persons, including without limitation, persons under the age of 18, or persons in need of care or attention by reason of old age, infirmity or any other circumstances.

9. The Client warrants that all information provided to Reed under this clause is accurate, complete and not misleading. Reed shall be entitled to rely on such information and shall not be liable for any loss, damage, costs or expenses arising from the Client's failure to provide accurate or complete information. The Client shall promptly notify Reed of any changes to information previously provided.

10. The Client is responsible for satisfying itself that a Candidate is suitable for the Position. It is also the Client's responsibility to obtain a work permit for the Candidate wherever necessary.

11. Reed accepts no liability whatsoever for any loss, damage, costs or expenses howsoever caused which the Client may suffer or incur arising out of or in connection with the introduction to or the engagement by the Client of a Candidate unless such loss, damage, costs or expenses are a direct result of the negligent acts or omissions of Reed. For the avoidance of doubt, nothing in this clause shall be deemed to exclude any liability which cannot by law be excluded, including without limitation, liability for death or personal injury and fraudulent misrepresentation.

12. If, after an offer of employment has been accepted by a Candidate, the Client withdraws such offer, it shall be liable for a cancellation fee of 50% of the anticipated permanent introduction fee or the fixed term contract fee, as appropriate. Such cancellation fee shall become due and payable immediately upon the withdrawal of the offer. The cancellation fee is agreed by the parties to be a genuine pre-estimate of Reed's loss arising from such withdrawal and is not a penalty.

13. If the Client engages a Candidate in any capacity within one year of the Candidate being introduced by Reed, or if the Client refers a Candidate to a third party which engages the Candidate in any capacity, the Client will be liable for the permanent introduction fee. If the Salary is not known to Reed, the permanent introduction fee shall be €20,000, except in the case of the Executive Service where such fee shall be €100,000.

14. The Client shall not bring any claim or legal proceedings in respect of any refund, credit note, debt, overpayment (including VAT) or other repayment, howsoever arising, after the expiry of 4 years after the date on which the relevant payment was made.

15. If any provision or part thereof of these Terms is held to be illegal or unenforceable the validity or enforceability of the remainder of the relevant provision and the Terms shall not be affected.

16. A minimum introduction fee of €2,000 shall apply to all permanent placements and fixed term contract placements, other than under the Executive Service where the minimum introduction fee shall be €15,000.
17. Neither party shall disclose any information of the other which is designated confidential or which ought reasonably to be regarded as confidential, except for information which is already in the public domain (otherwise than by breach of this clause) or where disclosure is required by law. Reed's candidate information and candidate database are acknowledged by the Client to constitute confidential information of Reed. The Client shall not retain or make copies of any candidate information provided by Reed other than as strictly necessary for the purposes of assessing the suitability of the relevant Consultant for the Position.
18. Each party shall comply with their own statutory obligations, and shall provide reasonable assistance with

- the other party's statutory compliance. In particular, for the purposes of applicable data protection laws (which include the GDPR), the Client and Reed are each data controllers and each shall comply with their respective obligations under the data protection laws.
19. The Client acknowledges that Reed acts as an intermediary only in facilitating introductions between Candidates and the Client, and that Reed is not the employer of any Candidate introduced to the Client under these Terms. Nothing in these Terms shall be construed as creating any employment, agency, partnership or joint venture relationship between Reed and the Client.
20. The Guarantee of Satisfaction shall not apply (i) where the Client has not paid the permanent introduction fee in accordance with clause 6; or (ii) where the Client has failed to notify Reed of the Candidate's termination of employment in writing within 7 days of such termination; or (iii) to fixed

- term contract placements, fixed term contract to permanent conversions, or temporary to permanent conversions; or (iv) to the deposit paid in a deposit arrangement (for the purposes of calculating any rebate, the amount of the final instalment shall be deemed to be the permanent introduction fee); (v) to engagements under clause 13 which are not notified to Reed; or (vi) supplemental and non-assignment Candidates.
21. If within 12 months of the end of the employment, the Client retains or re-engages in any capacity any Candidate to whom the Guarantee applied, any rebate paid to the Client shall be repayable to Reed on demand.
22. These Terms of Business shall be governed by Irish law and the parties submit to the exclusive jurisdiction of the courts of Ireland.

Temporary agency terms of business

General

The following terms apply to all Temporary Agency Workers:

1. Definitions and interpretation:

"2012 Act" means the Protection of Employees (Temporary Agency Work) Act 2012.

"Client" means the hirer who has requested Reed to introduce a Temporary Agency Worker; or to whom Reed has introduced a Temporary Agency Worker.

"introduction" means the provision by Reed to the Client of any details, whether written or oral, of a Temporary Agency Worker candidate or the Client's interview of a Temporary Agency Worker candidate, and "introduce" shall be construed accordingly.

"Reed" means Reed Specialist Recruitment Ireland Limited.

"Relevant Period" means six months from the date of introduction of the relevant Temporary Agency Worker.

"Temporary Agency Worker" means a person who is employed or engaged by Reed or any member of the Reed group and who is introduced or supplied by Reed to the Client for the purpose of a temporary assignment.

"Terms" means these Temporary Agency Terms of Business and any agreed variations.

2. These Terms take effect from 1 September 2026 and supersede any previous terms of business issued by Reed. The Terms contain the entire agreement between the parties, and any terms put forward by the Client are excluded.

3. If, following receipt of these Terms, the Client deals with Reed in respect of the introduction or supply of Temporary Agency Worker or engages a Temporary Agency Worker in any capacity, the Client is deemed to have accepted these Terms.

4. No variation of these Terms is valid or shall be binding on Reed unless confirmed by Reed in writing to the Client.

5. The charge made for a Temporary Agency Worker will be in accordance with the scale of charges advised to the Client at the time of booking and will be calculated by multiplying the hourly or daily charge rate by the number of hours or days worked by the Temporary Agency Worker. The charge rate comprises the Temporary Agency Worker's hourly pay rate, Reed's commission, Employer Pay-Related Social Insurance, statutory payments in respect of holiday entitlement, pension contributions, and any applicable levy, plus any other statutory costs and/or entitlements which may arise from time to time. Reed may increase its charges by giving one month's prior notice in writing.

6. All invoices are payable within 14 days of receipt. Receipt of invoice shall be deemed to be two days after the date shown on the invoice. VAT is payable at the prevailing rate.

7. The Client shall pay travelling and other expenses reasonably incurred by a Temporary Agency Worker. Where the Client reimburses expenses directly to a Temporary Worker, the Client shall be responsible for ensuring that such reimbursement is made in accordance with the applicable rules of the Revenue Commissioners. Where a reimbursement is not made in accordance with Revenue rules, or where the Client approves reimbursement of expenses without receipt, the Client shall be liable for any additional employer PRSI or other statutory costs arising from such reimbursement. Reed reserves the right to invoice the Client for any such additional employer PRSI or statutory costs incurred by Reed as a result of the Client's directions regarding expenses.

8. Reed reserves the right to charge interest and compensation on overdue invoices in accordance with applicable legislation, including the European Communities (Late Payment in Commercial Transactions) Regulations

2012 (S.I. No. 580 of 2012) (as amended). Interest shall accrue at the rate prescribed under those Regulations from the date on which payment becomes due until the date of actual payment, and Reed shall also be entitled to claim reasonable debt recovery costs in accordance with those Regulations.

9. In respect of an assignment, the Client shall provide Reed with the following information:

- (1) its full corporate name, address and registered number or, where not applicable, its full business and trading name and address, and the nature of its business;
- (2) the nature of the temporary assignment, including the type of work involved, the location, the hours of work, the commencement date, and the likely duration;
- (3) any risks to health and safety known to the Client and the steps taken by the Client to prevent or control such risks;
- (4) the experience, training, qualifications and any authorisations which are required by the Client including any which the Client is aware are required by law or by any professional body in respect of such temporary assignment;
- (5) any expenses payable by or to the Temporary Agency Worker; and
- (6) if the temporary assignment involves working with vulnerable persons, including without limitation, persons under the age of 18, or persons in need of care or attention by reason of old age, infirmity or any other circumstances; and

10. Reed's responsibility to the Client is to select a Temporary Agency Worker in accordance with the Client's requirements as to experience, training and qualifications as notified to Reed at the time of the booking. It is the Client's responsibility to supply Reed with sufficient information and to respond completely and accurately to Reed's questions to enable Reed to select a Temporary Agency Worker with appropriate experience, training and qualifications.

11. The Client shall not at any time during the assignment require the Temporary Agency Worker to perform any act which is unlawful or which would render Reed liable to any legal action from the Temporary Agency Worker or any third party. The Client warrants that no Temporary Agency Worker will be used to perform the duties normally performed by a worker who is taking part in an official strike or other official industrial action (the first worker), or the duties normally performed by the first worker's replacement.

12. Reed accepts no liability whatsoever for any loss, damage, costs or expenses howsoever caused which the Client may suffer or incur arising out of or in connection with the introduction or supply to or engagement by the Client of a Temporary Agency Worker, and/or the acts or omissions of a Temporary Agency Worker, unless such loss, damage, costs or expenses are a direct result of the negligent acts or omissions of Reed. For the avoidance of doubt, nothing in this clause shall be deemed to exclude any liability which cannot by law be excluded, including without limitation, liability for death or personal injury and fraudulent misrepresentation.

13. Overtime and shift premiums, unless otherwise agreed by Reed in writing prior to the temporary assignment, are payable on the following basis: (1) an overtime premium of 50% of the hours worked during the overtime period (i.e. one and a half times Reed's standard charge) will be applied to any hours in excess of thirty seven and a half hours worked Monday – Friday and on all hours on a Saturday; (2) an overtime premium of 100% (i.e. 2 times Reed's standard charge) will be applied to all hours worked on Sunday and Bank Holidays.

14. The Client is responsible for ensuring that the Temporary Agency Worker's ability, qualifications and skills are adequate to operate any equipment, machinery and/or vehicles that the Temporary Agency Worker may be called upon to operate and the Client will be responsible for any liability

arising thereunder.

15. The Client is responsible for complying with all applicable health and safety laws and regulations at its premises and the Client will be responsible for any liability arising thereunder.

16. The Client shall sign, authorise or otherwise confirm the timesheets submitted by the Temporary Agency Worker, and such signature, authorisation or other confirmation shall be deemed conclusive evidence that the Client agrees with the hours worked by the relevant Temporary Agency Worker, and that the Client will pay the charges for such hours in full. However, failure by the Client to sign, authorise or otherwise confirm any timesheet shall not preclude charging by Reed in full for all time actually worked by the Temporary Agency Worker. Furthermore, unless Reed is notified of any dissatisfaction with the work done by the Temporary Agency Worker within 7 days of submission of the timesheet by the Temporary, the Client shall be deemed to be fully satisfied with such work.

17. Any Temporary Agency Worker driver is supplied by Reed on the understanding that he/she is treated as an employee of the Client for all purposes including all road transport, road traffic, drivers' hours, and health and safety legislation ("Driving Laws"). The Client (1) must comply, and is responsible for ensuring that the driver complies, with all Driving Laws, including holding valid licences where applicable; (2) must take proper steps in relation to the insurance, maintenance and safety of vehicles and effect all other necessary liability insurances; (3) shall assume responsibility for the direction of driver's duties, supervision, health and safety, employer's obligations and liability, journeys and hours of work and all statutory duties in respect of driving licences and tachographs; and (4) shall be responsible for all fines and penalties incurred by drivers, including speeding and parking fines. There is a minimum daily charge of 8 hours for a driver.

18. The Client shall not bring any claim or legal proceedings in respect of any refund, credit note, debt, overpayment (including VAT) or other repayment, howsoever arising, after the expiry of 4 years after the date on which the relevant payment was made.

19. If any provision or part thereof of these Terms of Business is held to be illegal or unenforceable the validity or enforceability of the remainder of the relevant provision and the Terms of Business shall not be affected.

20. Neither party shall disclose any information of the other which is designated confidential or which ought reasonably to be regarded as confidential, except for information which is already in the public domain (otherwise than by breach of this clause) or where disclosure is required by law.

21. Each party shall comply with their own statutory obligations, and shall provide reasonable assistance with the other party's statutory compliance, including without limitation, anti-discrimination legislation. In particular, (i) the Client shall not unlawfully terminate any assignment; and (ii) for the purposes of applicable data protection laws (which include the GDPR), the Client and Reed are each data controllers and each shall comply with their respective obligations under applicable data protection laws.

22. The Client shall provide to Reed the basic working and employment conditions applicable to comparable workers employed directly by the Client (who perform the same of similar work of the Temporary Agency Worker), including without limitation pay, working time, rest periods during the working day, rest breaks, night work, annual leave and public holidays, or any other terms and conditions to be included in a contract of employment or by virtue of any enactment or collective agreement, for the purpose of enabling Reed to comply with its obligations under the 2012 Act. This information shall be provided in good time and on an ongoing basis to ensure that Reed can comply with its obligations under the 2012 Act. The Client warrants that all information

provided to Reed under this clause is accurate, complete and not misleading. Reed shall be entitled to rely on such information and shall not be liable for any loss, damage, costs or expenses arising from the Client's failure to provide accurate or complete information. The Client shall promptly notify Reed of any changes to information previously provided in accordance with section 15 of the 2012 Act. The Client shall indemnify Reed in respect of any loss incurred by Reed that is attributable to the failure of the Client to provide the information reasonably required by it.

23. If, as a result of any act, omission, instruction or direction of the Client, any Temporary Agency Worker is found or determined by any court, tribunal, revenue authority or other competent authority to be an employee or worker of the Client for any purpose, the Client shall indemnify Reed from and against any and all losses, liabilities, damages, costs, claims and expenses (including legal costs) arising from such finding, including without limitation any employment-related awards, PRSI liabilities, Revenue Commissioners determinations, and legal costs incurred by Reed in defending any such claim. The Client shall promptly notify Reed of any claim which may give rise to such a finding and shall not make any admission of liability without Reed's prior written consent.

24. The Temporary Agency Worker is under the direction and control of the Client for the duration of his/her assignment. The Client shall provide the Temporary Worker with an induction to ensure familiarity with local practices and procedures and will be responsible for supervising the Temporary Agency Worker to ensure an acceptable standard of performance.

25. Two Day Guarantee: If during the first two days of the assignment the Temporary Agency Worker proves to be unsatisfactory the Client should notify Reed and a two day credit will be made provided the Client is acting reasonably

in concluding that the Temporary Agency Worker is unsatisfactory and the Temporary Agency Worker's services are discontinued immediately. This Two Day Guarantee shall only be available (i) for bookings of five working days or more ("working days" in this context means days to be worked by the Temporary Worker e.g. a part time role of one working day per week will require a minimum 5 week booking for this Guarantee to apply) and (ii) in respect of a Temporary Agency Worker's first assignment, and not for any subsequent assignments that Temporary Worker may undertake with the Client.

26. The Client agrees to promptly share any and all information that comes to its attention in respect of any matter regarding the Temporary Agency Worker that could be reasonably considered to deal with as a grievance or disciplinary. These matters will be dealt with at the discretion of Reed in conjunction with support, as required, from the Client.

27. The Client is responsible for providing adequate insurance whilst the Temporary Agency Worker is on assignment at the Client's premises or otherwise under the Client's direction and control. In particular, the Client shall maintain employer's liability insurance and public liability insurance in amounts adequate to cover claims arising from the Temporary Agency Worker's activities during the assignment, and shall provide evidence of such insurance to Reed upon request.

28. Whilst the Temporary Agency Worker is under the Client's direction and control, the Client is responsible for ensuring that the Temporary Agency Worker receives entitlements to rest breaks and rest periods in accordance with applicable law.

29. Where an end of assignment bonus has been agreed, and the Temporary Agency Worker has satisfied the conditions for payment of the bonus, the Client shall pay such bonus

upon invoice in accordance with clause 6 above.

30. Temporary Agency Workers are employed under contracts of employment. Reed will arrange to pay the Temporary Workers' wages and make appropriate deductions for pay related social insurance and income tax as required by law and account to the appropriate revenue authority for these deductions.

31. If during the temporary assignment or within the Relevant Period the Client (1) engages a Temporary Agency Worker directly in any capacity (including, without limitation, pursuant to the Temporary Agency Worker's application for an internally advertised position with the Client), or (2) engages a Temporary Agency Worker in any capacity through another supplier, or (3) refers a Temporary Agency Worker to a third party who engages the Temporary Agency Worker in any capacity otherwise than directly through Reed, the Client will be liable for a transfer fee. Where the Temporary Agency Worker is engaged in a permanent capacity, the transfer fee shall be 22% of the Temporary Agency Worker's first year gross remuneration from the commencement of such engagement (or 22% of the equivalent full time gross remuneration, for part time roles). Where the Temporary Agency Worker is engaged in any other capacity (or, in the case of a Temporary Agency Worker engaged in a permanent capacity, where the remuneration of the relevant Temporary Agency Worker has not been disclosed to Reed within 7 days of request), the transfer fee shall be 416x the hourly charge rate (or 52x the daily charge rate) applicable when the Temporary Agency Worker was last supplied to the Client.

32. These Terms of Business shall be governed by Irish law and the parties submit to the exclusive jurisdiction of the courts of Ireland.